PAGE 3
Performance Indicators — Part 3

CAUT ACPPU
BULLETIN

PAGE 6
A Message from the OCUFA President

Vol. 42, No. 9—November 1995 novembre

Manitoba Strike Ends

Settlement at University of Manitoba

THE FACULTY ASSOCIATION went on strike on Oct. 18 because the administration insisted on a lay-off clause which would have allowed the deans to lay off anyone with 30 days notice without any criteria, including any need for thete to be a financial crisis, and without any effective appeal mechanism. In essence the proposal rendered all faculty as serving at the pleasure of the board from month to month.

The picket lines held for 3 weeks and about 80 per cent of the members stayed out.

The association received wide support from across Canada.

The CAUT Defence Fund gave the association a line of credit of $1,000,000 and, in addition, paid weekly strike benefits of approximately $300,000.

CAUT President Dr. Joyce Lorimer made two extended visits to the striking faculty, and CAUT sent a collective bargaining officer to Winnipeg strike headquarters.

Representatives from 12 member associations of the CAUT Defence Fund were on the picket line in Winnipeg during the weekend of Oct. 27-29 in support of the striking University of Manitoba Faculty Association (UMFA). The representatives from Dalhousie, Mount St. Vincent, Acadia, Lakehead, Laurentian, York, Carleton, Trent, New 8runswick, Memorial, Mount Allison and Bishop's were joined by representatives from Calgary, Winnipeg and Brandon, CAUT President Joyce Lorimer, CAUT Executive Director Donald Savage, and Martin King. Chair of the CAUT Defence Fund.

The following week representatives from the faculty associations at Toronto, Queen's, McGill, Waterloo , British Columbia, Concordia, Regina and Ottawa travelled to Winnipeg to support the strikets.

The faculty association delegates from the four western provinces at the western regional meeting at Regina voted unanimously to condemn the assault on academic freedom and university governance undertaken by the board of governors of the University of Manitoba, and unconditionally supported the actions taken by UMFA in defence of these principles. *(See page 4.)*

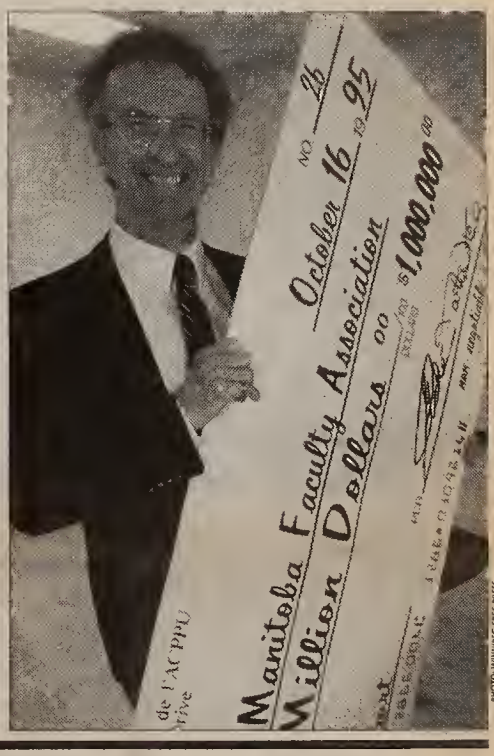
Messages of support also pouted in from across Canada. *(See page 4.)* SPUL, the Laval faculty union, voted a grant of $10,000 plus $5,000 a week for three weeks.

On the eve of the strike the association offered to put the remaining issues to binding arbitration. This was refused by the board. In the second week of the strike, at a meeting convened by Ministet of Labour Vic Toews, the parties agreed to appoint a mediator from outside the province to assist them. No conditions were attached. The parties then exchanged lists.

While this process was going on, the Minister of Labour intervened to try to appoint Ray Whiteway, a former business agent fot the school trustees and a well-known tight-wing Tory, as mediator on condition that the faculty go back to work with terms that favoured the employer.

However, the faculty association had already agreed to two individuals from the employer's list of mediators for the private mediation agreed to by the parties. The Martin King delivers a line of credit for UMFA.

See MANITOBA... Page 5 ☞



— PHOTO: WINNIPEG FREE PRESS —

Confrontation at Memorial

MEMORIAL UNIVERSITY Faculty Association (MUNFA) has overwhelmingly rejected a proposal by the administration for a return to the bargaining table and has approved a counterproposal of the faculty association executive.

MUNFA members at a Nov. 1 general meeting agreed that the bargaining team should return to the table for assiduous bargaining until the end of January provided the terms and conditions of employment in place for the faculty would be as if the 1992-95 collective agreement were in force and provided a numbet of other conditions were met.

The members also authorized the MUNFA executive to call a strike vote if the administration did not agree to these terms.

The confrontation began in June when the administration at Memorial aborted both the negotiating and conciliation process.

It then proceeded to impose an administrative handbook in place of the collective agreement. Incorporated in this handbook were articles on exigency, redun-

See MEMORIAL... Page 5 ☞

Université Queen's

Vote en faveur de l'accréditation

LES PROFESSEURS DE L'Université Queen's ont voté à 57 p. 100 en faveur de l'accréditation sous la surveillance de la Commission des relations de travail de l'Ontario. Même si le vote a eu lieu les 27 et 28 septembre, la commission a révélé les résultats seulement le 23 octobre.

Les deux parties ont accepté sans trop de difficulté les paramètres de l'unité de négociation. Ces paramètres comprennent tous les professeurs réguliers qui ne sont pas professeurs de clinique, dont les chefs de département mais non les administrateurs au rang de doyen associé ou à des tangs plus élevés, les personnes titulaires d'une nomination spéciale, les professeurs auxiliaires (groupes II et III), les bibliothécaites et les archivistes.

Selon l'exécutif de la QUFA, les résultats du vote reflètent une volonté d'obtenir des relations plus équitables entre le personnel universitaire et l'université. Il a fait remarquer que la représentation équitable et le pouvoir de négocier sont devenus de plus en plus importants en raison de l'intensification des pressions exercées sur le secteur postsecondaire.

L'exécutif a également admis que l'accréditation n'était que le prélude à la négociation qui sera entamée sous peu. La QUFA consolidera entre autres le mandat reçu en février 1995 pour l'arbitrage exécutoire comme un mécanisme de règlement de litiges.

L'accréditation fait écho à un sentiment d'impuissance dans le cadre des structures traditionnelles de l'université, sentiment prévalant depuis longtemps au sein de l'association. Elle a tenté en vain de négocier un régime particulier en dehors des exigences de la *Loi sur les relations de travail*.

L'ACPPU a largement contribué aux frais juridiques liés à l'accréditation. En outre, la présidente, Joyce Lorimer, a transmis ses félicitations au président de la QUFA pour la qualité de l'organisation qui a mené à l'accréditanon. ■

INSIDE ■ À L'INTÉRIEUR

Post-Secondary Education in Ontario 6

Vigil Reminds Us Inequities Persist 7

Entente à Mount Allison 9

TIAA-CREF Withdraws Business from Canada 3
Queen's Certifies 5
Settlement at Mt. A. 9
Classifieds 11

HIGHLIGHTS

Strike Vote at Memorial

On Wednesday evening Nov. 1, a general meeting of the Memorial Faculty Association empowered the executive to call a strike vote. The vote was 288 — 36 with 14 abstentions. A previous vote to reject the terms of the administration for a return to the table and to adopt the counterproposal of the Executive passed 350 — 1.

■

Page 6

Ontario Scholars Honoured

■

Page 8

NORTEL-SSHRC Science Culture Research Grants Awarded

■

New Media Page 10

Tighter operating budgets are forcing the federal government to create Internet links to allow direct public access to computer files containing unclassified information. *See Ottawa to Set Up Internet Links Allowing Public Access to Files.*

■

Transitions Page 20

CAUT Librarians Conference, Montreal
February 29 - March 2, 1996

EN BREF

Vote de grève à Memorial

Réunis en assemblée générale le mercredi 1er novembre, en soirée, les membres de la Memorial Faculty Association ont donné le pouvoir à l'exécutif de tenir un vote de grève. Les membres ont voté à 288 contre 36, avec 14 abstentions, en faveur de la grève. Lors d'un scrutin précédent, à 350 contre 1, les membres avaient rejeté les conditions de retour à la table de négociation de l'administration et avaient adopté la contre-offre de l'exécutif.

■

Annonces classées Page 11

■

Transitions Page 20

Colloque des bibliothécaires de l'ACPPU
Montréal, 29 février au 2 mars, 1996

LETTERS COURRIER

Book's purpose is to defend scientific method

Your abusive review of *Higher Superstition* by Paul Gross and Robert Levitt, (CAUT *Bulletin*, June 1995) fails, unfortunately, to tell your readers what the book is actually about, possibly to make your reviewers' case seem stronger. Perhaps I can redress the balance.

The book's purpose *is* to defend the idea that the best way to obtain reliable knowledge is by systematic observation, experiment, logical infetence etc. — i.e. by methods which are used mainly, although hardly exclusively, by scientists. One might suppose that universities ought to have an interest in defending this idea, and the belief that centuries of research and scholarship have added to the sum of knowledge, rather than having simply fashionably changed the contenrs of books on library shelves.

Nevertheless, an attack has been mounted on the notion of objectivity and on the methods of science in particular, notably by the post-modernist philosophers Derrida, Foucault and their followers. These ideas have been taken up enthusiastically by certain sections of the academic community termed the academic left by Gross and Levitt.

Among other things, these ideas proclaim that *all* knowledge is culturally constructed and that such constructions (the superstitious beliefs of different cultures *inter alia*) have equal value. Gross and Levitt draw attention to the increasing prevalence of such anti-rationalist views within academia. They point out that if no system of knowledge has special status then neither does that advocated by post-modernists. They defend the idea that the validity of a scientific result has absolurely nothing to do with the sexual identity or the amount of pigment in the skin of the scientist who obtained it (surely a far more liberating idea than its converse). They show convincingly that when the doctrines of cultural constructivism are applied to science, they lead mostly to nonsense.

Because these post-modernist beliefs underpin much politically correct theorising the book is inevitably hostile to *many of the more extreme manifestations of this movement*. Nevertheless, the authors make their support for the advancement of minority groups within science and mathematics very clear (although your reviewers evidently missed it). They show they have a genuine concern that the antics of some academics will play into the hands of right wing politicians. These concerns are repeated in many places in the book.

Your reviewers evidently responded to the perceived tone of the book rather than its content, and it is perhaps not surprising that they would respond in such a hostile fashion. Nevertheless, it is breathtaking that they can describe a belief in the validity of the scientific method as 'an exttemely conservative ideological position.' It is astonishing that they can call a defense of objectivity 'anti-democratic' and 'an attack on academic freedom.'

It is not an adequate rebutral of Gross and Levirt's arguments to attack their motives or to describe them as 'arrogant,' 'sneering' and 'condescending,' although it does suggest that the reviewers were unable to respond to the challenge of faulting them on mote setious grounds.

NICHOLAS V. SWINDALE
Ophthalmology, University of British Columbia

LETTERS continue...
COURRIER suite à la... Page 4 & 8 ☞

THIS MONTH

CAUT has published a special edition of the CAUT Bulletin that examines the Liberal government's commitment to education and research in the past 2 years.

Look for the "Red Book!" No one can afford to miss the 1995 Liberal Record.

COMMENTS? QUESTIONS?

Letters for publication are welcome. Maximum 300 words. Publication is at the sole discretion of CAUT. CAUT will not normally print letters about individual local grievances nor those which, in its judgment, are libellous or defamatory, are on subjects which ate not within the putview of CAUT's activities, ot have been sufficiently discussed by other letter writers.

CAUT, 2675 Queensview Drive, Ottawa, ON K2B 8K2; FAX: 613/820-2417; EMAIL: DUHAIME @CAUT.CA

COURRIER DES LECTEURS

La rédaction invite les lecteurs à lui écrire. La longueur des textes est limitée à 300 mots. L'ACPPU se réserve le droit de choisir les lettres qui seront publiées. En règle générale, les lettres portant sur des griefs particuliers à l'échelle locale ne seront pas publiées ni celles que l'ACPPU estime diffamatoires ou dont le sujet dépasse le cadre des activités de l'ACPPU ou a été suffisamment débattu par d'autres correspondants.

ACPPU, 2675, promenade Queensview, Ottawa ON K2B 8K2; TÉLÉCOPIEUR : 613/820-2417; COURRIER ÉLECTRONIQUE : DUHAIME@CAUT.CA

The McGeachy Senior Scholarship:

- designed to foster the development of those who will provide The United Church of Canada with discernment and direction that inspire and challenge the church towards creative and faithful mission
- will provide income to allow a major portion of time to be used on a project of enduring value to the United Church

The Committee expects to award up to $50,000 for each of 1997 and 1998.

The United Church of Canada invites applications or nominations for this important award. The award is open to anyone from any church or country, but the proposal must indicate how the project will address the concerns of the United Church of Canada. We are open to applications from women, and from persons of the "Third World". On request we will send our Prospectus which gives further details, and which will be needed by all applicants. **The deadline for applications is March 29, 1996.** Announcement of the recipient is to be made sometime in June, 1996. The commencement of the scholarship period may be any time in 1997.

For the Prospectus or other information contact:
McGeachy Scholarship Committee
Division of Ministry Personnel and Education
The United Church of Canada
3250 Bloor St. W., 4th Floor, Toronto, ON, Canada M8X 2Y4
Telephone: 416-231-7680, ext. 4147

CAUT ACPPU
BULLETIN

PRESIDENT/PRÉSIDENTE: JOYCE LORIMER
EXECUTIVE DIRECTOR/DIRECTEUR GÉNÉRAL: DONALD C. SAVAGE
ASSOCIATE EXECUTIVE DIRECTOR/DIRECTEUR GÉNÉRAL ASSOCIÉ: GORDON PICHÉ
MANAGING EDITOR/RÉDACTRICE EN CHEF: LIZA DUHAIME
EDITORIAL ASSISTANT/ADJOINTE À LA RÉDACTION: LOUISE D'ANJOU
ADVERTISING AND CIRCULATION/PUBLICITÉ ET DIFFUSION: STELLA COSENTINO
TRANSLATION/TRADUCTION: LOUISE CARON
GRAPHIC DESIGN/GRAPHISME: KEVIN ALBERT

Published by the Canadian Association of University Teachers, 2675 Queensview Drive, Ottawa, Ontario K2B 8K2 613/820-2270.

Publié par l'Association canadienne des professeures et professeurs d'université, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2 613/820-2270.

Copyright: Reproduction without written permission by the publisher and author is forbidden. All signed articles express the view of the author. CAUT Guidelines and Policy Statements are labelled as such.

Droit d'auteur: Il est interdit de reproduire des articles sans l'autorisation de l'éditeur et de l'auteur. Tous les articles signés n'engagent que leurs auteurs. Les énoncés de principe et les directives de l'ACPPU sont présentés comme tels.

The CAUT Bulletin is published the first week of each month September through June. Average distribution 31,000. Indexed in the Canadian Education Index ISSN 0007-7887

Le Bulletin de l'ACPPU est publié la première semaine de chaque mois de septembre à juin. Tirage moyen : 31 000. Répertorié dans le Répertoire canadien sur l'éducation. ISSN 0007-7887

Performance Indicators in the Library & at Trent University

BY KEN FIELD

THE COUNCIL OF MINISTERS of Education of Canada may be vague in defining "performance" and "indicators" as they might apply to all levels of education but in university libraries there is nothing vague about the meanings of these words. Although the term "performance indicators" is not commonly used in libraries to describe measures of effectiveness, libraries have been measuring themselves for years.

Libraries collect statistics on most aspects of their operations. These stats include numbers of items acquired (broken down by type) costs of items acquired (both average and specific) numbers of items circulating (broken down by type) library acquisitions in terms of dollars/student; overall library budget in terms of dollars/student; numbers of questions asked at a reference desk (broken down by type) uses of CD-ROM databases; numbers of on-line searches; staff per capita — and the list goes on.

These data in most libraries are locally compiled, but in Ontario are also compiled at the provincial level by the Ontario Council of University Libraries, and nationally in things like the Maclean's survey. Although the intent of all this data collection may be to show the detrimental effects of funding reductions on libraries, or increases in use of reference resources as precipitated by the implementation of new technology and media, they are at best superficial in showing how effective libraries are at achieving their goals in terms of meeting the needs of the university community being served.

F.W. Lancaster quite correctly says: " ...librarians know how many books were borrowed in a particular period of time but not how many times users were unable to find the items they wanted, they know how many reference questions were handled but not how many were answered completely and correctly...." (Lancaster 1993, p. 8)

Library stats tend to be out of context. When they are reported they do not show, as Lancaster points out, the level of success achieved by a user of the system. For instance, data on acquisitions, whether they be the amount of money spent on library acquisitions per student or the percentage of the library acquisitions budget out of the overall operating budget, will give one an idea of whether these amounts are rising or falling but they will not show the detrimental or positive effects that decreases or increases are having on the ability of faculty and students to carry out research or study.

To know, for example, if increases in library acquisition funding are making the library more effective in fulfilling its role in the university, one would have to look at the success rates of users in satisfying their needs.

More money for more books does not automatically mean greater success in obtaining necessary resources. Conversely less money for library acquisitions by and of itself only shows a monetary decrease. Factors like greater efficiencies in information retrieval through electronic means, and libraries' success in fulfilling the information needs of users, are not used in analyzing what is essentially raw data. Thus the picture is not complete.

The abundance of quantitative data on library functions has apparently had little effect on the funding of libraries. Almost without exception academic libraries in Canada have been hit with reductions in both acquisition budgets and staff budgets.

The lack of qualitative measures which show the widespread effects of funding reductions on the ability of academic libraries to fulfil their roles in the university community is partially responsible for the lack of positive responses from administrations.

Librarians must take some responsibility for not providing the necessary analysis of raw quantitative data coupled with qualitative measures of user success that are convincing and compelling in our arguments for stable and increasing funding.

To bring this into the broader discussion of university-wide performance indicators a description of a document recently produced at Trent entitled *Measuring Up To Our Standards: Final Report on Performance Indicators for Trent University* is appropriate.

This document proposes 25 indicators divided among five categories: teaching, research, supporting environment, personal environment, and people. The bulk of the indicators, in fact 99 per cent of the indicators, are easily quantifiable statistics that say nothing about quality nor do they "describe what universities do for the country, ..." as Bill Bruneau suggests they should. (Bruneau 1994, p. 12)

The only two indicators which are not statistical in nature are the first one under the category of teaching which is labelled graduate satisfaction and asks the question: "To what extent do you feel your program provided you with an opportunity to improve yourself generally?" The answers being: "to a great extent; to some extent; not very much; not at all." (Trent 1994, p. 3) It seems fairly obvious that this question indicates nothing more than a feeling of well being, ambivalence or malaise at the completion of a program by a student.

The other non-statistical indicator is in fact a non-indicator. It is the only entry under personal environment and it states, in relation to the quality of personal environment: "The Task Force cannot recommend the expenditure of resources for the sole purpose of generating a singular performance indicator related to these goals and objectives. No indicator will be developed at this time." (Trent 1994, p. 8)

One can only assume the reasons no performance indicator was developed for this area are that it would require a complex instrument and/or that "environment" is of limited importance in describing universities to society at large. All the other indicators are the standard statistics gathered by most institutions — class sizes, numbers of graduates by program, total library spending per FTE entolment, and so on.

Libraries and Trent University are merrily going down the road that people like Frederick W. Taylor, John Franklin Bobbitt and others have made for us. We are not succeeding in describing ourselves such that our value (and that of universities) to society is readily apparent. Statistics simply are not sufficient to show the benefits that accrue from universities. We must, as Bill Bruneau points out, strive for an openness which will permit those outside universities to see the value which flows from them. (Bruneau 1994, p. 12) ■

(Ken Field is Chair of CAUT's Librarians Committee. This is the third of a series presented on behalf of CAUT's Committee on Accountability and Performance Indicators. See also CAUT Bulletin Reports, June 95, Sept. 95. This article is an edited version of a presentation made to CAUT Council in April 1995.)

References:

The Perils of Performance Indicators, Working paper, CAUT, Committee on Performance Indicators and Accountability; Bruneau, William. 1994

If You Want to Evaluate Your Library, Champaign, IL; University of Illinois, Lancaster, F.W. 1993.

Measuring Up to Our Standards: Final Report on Performance Indicators for Trent University, Peterborough, ON; Trent University; 1994.

Attention EX-PAT Aussies:

The Australian Society for Medical Research (ASMR) is carrying out a survey in order to gain information on various aspects of the "brain drain", particularly as it applies to those working in biomedical research. There is very little data available on the positions held by Australians overseas, comparative employment and research conditions, and the primary reasons why overseas Australian researchers fail to return, in the short or long term. The objectives of the survey are to identify and prioritise problem areas with the ultimate objective of advising government and industry on strategies to overcome the problem. In addition, we wish to establish a means by which Australians based overseas can obtain information on current Australian research and employment opportunities.

If you wish to take part in a short survey on these topics please contact:

Jim Delikatny
Department of Cancer Medicine
Blackburn Bldg, D06
University of Sydney
NSW, 2006, Australia
FAX: 61-2-351-4105
e-mail: jimd@blackburn.med.su.oz.au

TIAA-CREF Withdraws Business from Canada

THE TEACHERS INSURANCE and Annuity Association — *College Retirement Equities* Fund (TIAA-CREF) has given notice that, effective Jan. 1, 1996, it will cease doing business in Canada.

TIAA-CREF has decided that "changes in Canadian law, combined with significant differences between Canadian and U.S. legal and regulatory requirements and practices, now preclude TIAA-CREF from being able to offer its broad array of financial products to its Canadian participants and to serve them effectively."

In documents mailed to policyholders in October, TIAA-CREF stated it decided to withdraw its operations from Canada because of the difficulties with having to comply with two (Canadian and U.S.) sets of regulations. Also, changes in Canadian law means it would have to establish separate investment portfolios for its Canadian operations, and "most of these investment portfolios would be so small that they would not be economically viable and investment practices would be changed to comply with Canadian practices, limiting the foreign (i.e. non-Canadian) content of pension investments to 20 per cent."

It stated that a special arrangement has been negotiated with Sun Life Assurance Company of Canada, which will assume TIAA-CREF's Canadian insurance and annuity contracts.

Sun Life indicates that, among other features, a new Transition Fund will be established to replace existing CREF Stock Account units over a five year period. Some transferred policyholders might be locked in with Sun Life but others may have the option of moving to other carriers.

The changes will affect approximately 5,000 Canadian teachers, half of whom are already drawing pensions.

CAUT has written to Superintendent of Financial Institutions of Canada John Palmer and to Finance Minister Paul Martin to urge that there be a delay in approving the transfer of assets from TIAA-CREF to Sun Life for one year.

It is apparent that some policyholders have not yet been informed of the transfer, and that many employed and retired faculty are concerned that there has not been enough time to examine their options.

CAUT is actively seeking advice of an actuary and will keep members informed. At the moment, policyholders have until Dec. 18, 1995 to raise objections by contacting the Office of the Superintendent of Financial Institutions, 255 Albert St., Ottawa, ON K1A 0H2; (facsimile: 613-993-6782).

Any policyholders with objections or questions are urged to contact Sun Life Canada at 1-800-835-3820.

Any policyholders who have not been informed directly by TIAA-CREF about this change are also advised to contact Karen Ackerman (1-800-TIA-CREF, ext. 4654) or Anne Grubbs (1-800-TIA-CREF, extension 3424). ■

Across the country, support for UMFA is strong

... In view of the unfairness and intransigence shown by the administration and the board the Acadia University Faculty Association must protest their violation of the contractual agreement and urges the administration and board to adhere to their obligations negotiated with the faculty. The AUFA supports the UMFA's attempts to bargain in good faith and with responsibility in an effort to resolve this crisis...

... The Association of Professors of Bishop's University strongly supports the faculty association of the University of Manitoba in its strike action against the demands of the University administration...

... I am writing on behalf of the Brock University Faculty Association to express our full support for the strike action taken by the University of Manitoba Faculty Association. It is most unfortunate that university faculty must resort to drastic measures such as withholding services to achieve fair and equitable terms of conditions of employment...

... Please indicate to your executive and membership that you and they have our strongest support in your efforts to protect the basic tenets of your collective agreement and to settle salary matters fairly... Dalhousie Faculty Association

... Many of us at the University of Guelph are very disturbed by the chain of events that has led to the strike by the academic staff at the University of Manitoba... University of Guelph Faculty Association

... We write to express our solidarity with the faculty members and academic librarians at the University of Manitoba... Lakehead University Faculty Association

... I write on behalf of the University of Lethbridge Faculty Association to register the strongest possible condemnation of the actions of the administration of the University of Manitoba that have resulted in the faculty taking strike action...

... I am writing on behalf of the Memorial University of Newfoundland Faculty Association to declare our support for The University of Manitoba Faculty Association in its battle with the Administration and Board of Governors of the University of Manitoba...

... In the name of the faculty association, Association des bibliothécaires et des professeurs de l'Université de Moncton, at the Moncton campus of the Université de Moncton, I would like to extend to you our full support in these trying times...

... On behalf of the Mount Saint Vincent University Faculty Association I am writing to inform you of our full support for your struggle at this difficult time. We condemn your administration's undemocratic and high-handed attempts to renege on your collective agreement and to bypass collective bargaining. We wish you success in your struggle...

... I want to express my shock and dismay ..., and register solidarity with UMFA... Laurie Kruk, English, Nipissing University

... The University of Regina Faculty Association would like to inform the membership of UMFA of our wholehearted support for your strike...

... I am writing to express my support for the University of Manitoba Faculty Association which has gone on strike to protest against the administration's attempt to claim the right to lay-off faculty without just cause or due process... Lawrenee E. Schmidt, Department for the Study of Religion, University of Toronto

... The University of Toronto Faculty Association fully endorses the actions taken by the University of Manitoba Faculty Association in the defence of academic freedom, public accountability and university governance. It condemns the assaults on these principles by the Board of Governors of the University of Manitoba and that Board's refusal to submit the dispute to binding arbitration...

... The Trent University Faculty Association was distressed to learn that a negotiated settlemenr between the University of Manitoba Faculty Association and the University's Board of Governors has not been reached and that the faculty has found it necessary to resort to strike action. We are concerned about our colleagues at the University of Manitoba and fully support them in their strike position...

... The members of the Wilfrid Laurier University Faculty Association strongly support your courageous stand in response to the arbitrary and unreasonable actions of the administration of the University of Manitoba...

... The Executive and members of the University of Windsor Faculty Association wish to express their protest and condemnation to the Board of Governors of the University of Manitoba for their stance leading to the current strike. We realize that all universities in Canada are under severe financial pressure, including our own, and that they are obliged to respond with some form of restructuring if demanded by circumstances. However, this need not be done in an arbitrary and heavy-handed way which attacks the very foundations of academic freedom and tenure upon which universities are based...

... The faculty associations of Alberta's universities offer you their support in your strike over employment conditions at the University of Manitoba... Confederation of Alberta Faculty Associations

... I write to extend the strong support of the 11,000 members of the Ontario Confederation of Univetsity Faculty Associations in your fight to obtain a fair collective agreement and to preserve academic freedom...

... le Syndicat général des professeurs de l'Université de Montréal appuie totalement la cause défendue par votre association, en lutte contre l'administration de l'Université du Manitoba qui tente d'abolir certaines clauses de votre convention collective...

... Du moyen-nord du Québec, le Comité exécutif du Syndicat des professeures et professeurs de l'Université du Québec à Chicoutimi désire vous apporter son support moral dans l'action que vous entreprenez afin de conserver la gestion collégiale des professeurs dans votre université à travers d'adéquates relations de travail...

... Le Syndicat des professeures et professeurs de l'Université du Québec à Montréal appuie les professeures et professeurs de l'Université du Manitoba, regroupés au sein de l'UMFA, dans leurs justes revendications pour une convention collective négociée qui respecte la sécurité d'emploi et la permanence, gages essentiels de la liberté académique...

... The Syndicat des professeures et professeurs de l'Université de Sherbrooke was informed through CAUT that your administration was trying to reduce the rights of the professors of the University of Manitoba, due to the financial crisis which was created by your government. Even the job security of tenured professors is involved. It goes without saying that we cannot condone such an operation, the result of which can only be a system where arbitrary decisions will become common, in the name of balancing budgets...

... The executive of the faculty association of Simon Fraser University urges the University of Manitoba board of governors to return to the bargaining table to achieve a fait economic settlement with UMFA, one which retains the current negotiated financial exigency and redundancy articles; and to work to restore an environment conducive to learning and research at the University of Manitoba...

... Au nom du Syndicat des professeurs de l'Université du Québec à Hull, je tiens par conséquent à vous exprimer notre appui et à témoigner notre solidarité dans l'action que vous entreprenez...

... At irs Octobet meeting the Faculty Association of King's College, at the University of Western Ontario, voted unanimous support of UMFA's strike...

... We would encoutage [President Naimark] to assume a special role in ending the impass between the university and its faculty association, to wit, the role of a leader with the courage to resolve justly rather than expediently, and the vision to resolve creatively rather than easily, the problems besetring the university... Ryerson Faculty Assoeiation

...We support you in your struggle against such unfair practices and sincerely hope the University sees the error of its ways and returns to the negotiating table with a reasonable offer. We admire your courage and thank you for defending academic freedom on behalf of all Canadian academics... Queen's University Faculty Association

...The members of the Association of Academie Staff: University of Alberta have been dismayed and angered by the reports we received about the strike of academic staff at the University of Manitoba. [The] Board appears to be attempting to rewrite clauses on academic redundancy and financial emergency in a way that would permit arbitrary actions against targeted individuals and with no guarantees of due process. Such unfettered management discretion is an unacceptable interference with academic freedom...

Western Faculty Support UMFA

AT A MEETING HELD IN REGINA ON OCTOBER 19, REPresentatives of faculty associations from fourteen universities and colleges in British Columbia, Alberta, Saskatchewan, and Manitoba unanimously supported the strike action taken by the University of Manitoba Faculty Association.

The strike was precipitated by the refusal of the administration of the University of Manitoba to agree to binding arbitration as an alternative to strike action. The main issue in dispute between the two sides is the procedure whereby faculty could be laid off to accomplish financial cutbacks.

The University of Manitoba administration wants to be able to lay off faculty by unilateral action taken by the Board of Governors, thus excluding input from the governing bodies within the University which normally make academic decisions. It is this arbitrary action which concerns faculty associations across the country, since it undermines the very basis of academic freedom — the freedom to conduct scholarly inquiry into, or teach, controversial issues which may be critical of the university or the government.

Those faculty present at the Regina meeting supporred the actions taken by the University of Manitoba Faculty Association by unanimously adopting the following resolution:

Resolved that: The Western Regional Conference of Faculty Associations condemns the assault on academic freedom and university governance undertaken by the Board of Governors of the University of Manitoba, and unconditionally supports the actions taken by the University of Manitoba Faculty Association in defence of these principles.

Association of Academic Staff: University of Alberta
Athabasea University Faculty Association
Augustana University College Faculty Association
Brandon University Faculty Association
University of British Columbia Faculty Association
The University of Calgary Faculty Association
University of Lethbridge Faculty Association
University of Manitoba Faculty Association
University of Regina Faculty Association
St. Thomas More College Faculty Association
University of Saskatchewan Faculty Association
Simon Fraser University Faculty Association
University of Victoria Faculty Association
University of Winnipeg Faculty Association
Confederation of Alberta Faculty Associations
Confederation of University Faculty Associations of B.C.
Manitoba Organization of Faculty Associations
Saskatchewan Association of University Teachers
College-Institute Educators' Association of B.C.

Several of the associations which adopted this resolution sent faculty to join the University of Manitoba faculty on the picket line the following week. ■

Queen's Votes to Certify

BY A MARGIN OF 57 PER CENT the faculty at Queen's University has voted to certify in an election supervised by the Ontario Labour Relations Board. The vote was held on Sept. 27 and 28 but the results were not released by the board until Oct. 23.

The parameters of the bargaining unit were agreed to by the parties without much difficulty. They include all regular non-clinical faculty including department heads but not administrators at the level of associate dean or higher, special appointees, adjunct faculty (groups II and III), librarians and archivists.

The executive of Queen's University Faculty Association (QUFA) characterized the vote as one for "more equitable relations between academic staff and the university." It noted that "fair representation and the power to negotiate" have become increasingly important as pressures on the post-secondary sector increase.

In its statement, the executive recognizes that certification was only the prelude to bargaining which will begin shortly. Among other things, QUFA will seek to secure the mandate given it in February 1995 for binding arbitration as a dispute resolution mechanism.

Certification followed a lengthy history in which the faculty association first perceived itself to be powerless within the traditional structures at Queen's and then tried without success to negotiate a special plan outside the Labour Relations Act.

CAUT contributed substantially to the legal costs of certification at Queen's and CAUT President Dr. Joyce Lorimer sent congratulations to the president of QUFA on the splendid organization which led to certification. ■

Confrontation at Memorial

FROM PAGE 1

dancy, and workload unacceptable to the faculty association. It was clear the handbook had been drafted well in advance of the end of conciliation (see September and October *Bulletin* for details).

The faculty association replied with a lengthy complaint to the Labour Relations Board which will begin hearings in mid-November. The association has alleged, among other matters, that the handbook is illegal because it constitutes bargaining with individual members of the unit. It has also asked the board to order the production of all memos, electronic files, and other data pertaining to the production of the handbook. More recently it has issued a subpoena to this effect.

The executive has asked why, in a free and open university, the university will not open its files and wonders what it has to hide. It has also begun a widespread campaign on the campus to force the administration to open the financial books of the university since Memorial has one of the more secretive administrations in Canada.

Members were also encouraged to return their handbooks to the association. A large number were then delivered en masse to President Art May in September.

The association has steadfastly refused to return to the bargaining table until the handbook is withdrawn. ■

Manitoba Strike Ends

FROM PAGE 1

administration then repudiated both of its own nominees, Donald Monroe of British Columbia and Owen Shime of Ontario, and insisted that the terms of the Minister's intervention were the only terms on which they would proceed.

Throughout the strike the Filmon government has made no secret of its support of the employer and the Premier has called the universities a "mandated irrelevance." The Ministry of Labour abandoned any pretence of impartiality in the process.

One senior member of the administration has publicly engaged in 1950s style red-baiting, characterizing the strike leaders as Marxist-Leninists. It is not surprising that there was a vigorous reaction to this style of university politics.

STATUS REPORT

The strike of the academic staff at the University of Manitoba has ended. No details were available at press time.

Dr. Lorimer wrote to Dr. Naimark urging him "...personally to use your influence to persuade the board of governors to abandon its confrontational style.

"We both know that excellence cannot be achieved by command economies and that the long-term future of the university depends on a cooperative and realistic conjunction of the leadership of the faculty association and of your administration. It is, of course, the academic staff that brings distinction to the university, and a bitter and angry staff is not a milieu in which academic life will flourish."

In the first week of November the parties agreed to a second intervention by the Labour Minister who appointed John Scurfield, a Winnipeg lawyer, to act as mediator in the labour dispute. This time the Minister's intervention excluded the previous condition that striking faculty return to work.

Mr. Scurfield was asked to address specifically the question of financial exigency and redundancy and was given five days to file a report.

He mediated a settlement and a back to work agreement both of which were reached after an all-night session on November 9. ■

Manitoba : la grève est finie

EN GRÈVE DEPUIS LE 18 OCtobre, l'association des professeurs de l'Université du Manitoba (UMFA) protestait contre une offre de l'administration qui aurait permis aux doyens de congédier quiconque avec un préavis de 30 jours, sans critères précis et ce, en l'absence de crise financière. Pendant trois semaines, 80 p. 100 des membres ont fait du piquetage.

L'association a reçu des appuis de partout au Canada. La Caisse de défense de l'ACPPU lui a consenti une marge de crédit de 1 million de dollars et lui a versé des indemnités de grève hebdomadaires de 300 000 $ environ. La présidente de l'ACPPU, Joyce Lorimer, a rendu visite deux fois aux grévistes et l'ACPPU a détaché une conseillère en négociation collective à Winnipeg, au quartier général de la grève.

D'autres appuis sont venus de représentants d'associations membres de la Caisse de défense de l'ACPPU qui ont joint les piquets de grève pendant la fin de semaine du 27 au 29 octobre, puis la semaine suivante. Par ailleurs, en assemblée générale, les délégués d'associations des quatre provinces de l'Ouest ont unanimement condamné le conseil d'administration de l'Université du Manitoba pour s'en être pris à la liberté universitaire et à la direction universitaire. Ils ont appuyé sans condition l'UMFA pour avoir défendu ces principes.

ÉTAT DE LA SITUATION

La grève à l'Université du Manitoba est terminée. Aucune information n'était disponible au moment d'aller sous presse.

À la deuxième semaine de grève, les parties ont convenu de nommer un médiateur de l'extérieur de la province pour les aider à résoudre le conflit. Elles ont échangé des listes de médiateurs. Dans l'intervalle, le ministre du Travail a tenté d'imposer comme médiateur Ray Whiteway, un Conservateur de droite très connu, pourvu que les professeurs retournent au travail. L'association avait cependant accepté deux personnes de la liste de l'employeur que celui-ci a refusées prétextant que l'intervention du ministre comportait les seules conditions qui lui satisfaisait.

La première semaine de novembre, les parties ont accepté que le ministre du Travail intervienne une deuxième fois en nommant John Scurfield, un avocat de Winnipeg, comme médiateur. La condition de retour au travail des grévistes avait été abandonnée.

Après avoir passé la nuit à négocier avec le médiateur, les parties ont conclu une entente et un protocole de retour au travail le 9 novembre. ■

THE CAUT GROUP SERVICES PLAN IS HERE.

Administered by Prestige Financial Services Inc.

BANKING SERVICES
- 1/2% Discount on Martgages
- Discount on TD Service Plans
- Preferred Rates on Personal Credit Services
- 1/4% Interest Rate Bonus on Fixed Term GICs & RRSPs

CANADIAN CAR RENTALS
- Economy $38.00/day
- Compact $40.00/day
- Intermediate $42.00/day
- Full Size $44.00/day

CD-822-00-2516 RATE CODE PEIH

TRAVEL INSURANCE
- Annual Plan
- Per Trip Plans
- Excess Coverage
- Visitors to Canada

HOME INSURANCE
- Home Assistance Program
- Legal Assistance Program

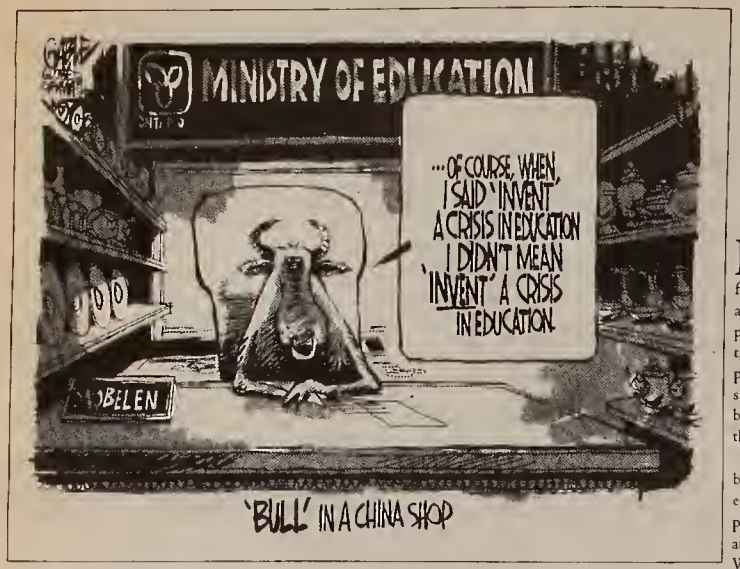
AUTO INSURANCE
- Loss of Use
- Road Emergency Service

DON'T HESITATE!

TEL **1-800-337-1352** LOCAL 613-723-4634

FAX **1-800-337-1353** LOCAL 613-723-4642

Call for details and we will fax or send you a registration form so you can start receiving your free benefits immediately.


MINISTRY OF EDUCATION
...OF COURSE, WHEN I SAID 'INVENT A CRISIS IN EDUCATION' I DIDN'T MEAN 'INVENT' A CRISIS IN EDUCATION
BELEN
'BULL' IN A CHINA SHOP

Harris Mainly Mum on Plans for Post-Secondary Education in Ontario

AT THE TIME OF WRITING Ontario's Harris government had not announced much in the way of policy for higher education although for this year it immediately imposed a one per cent cut ($16.8 million) in university funding, as part of its first cost-cutting announcement.

The next round of cuts will be announced in mid- to late November in the Treasurer's economic statement.

It is not clear whether the government will deregulate student fees fully or partially. The Tories had promised to cut $400 million from post-secondary education but had added that educational cuts would not affect the classroom but would be focused on administrative costs.

The ministry now has before it a complex plan proposed by the Ontario Council on University Affairs (OCUA) for a highly expensive bureaucratic take-over of the university system by Queen's Park. Both the Ontario Confederation of Univetsity Faculty Associations and CAUT vigorously opposed the plans of OCUA when they were first announced a year ago and have written to Education Minister John Snobelen to oppose the final version of this report. The Harris government has not made any response.

The government, however, had made it clear that it would repeal the labour legislation of the Rae government (Bill 40) and perhaps add some new wrinkles of its own. OCUFA wrote the government to oppose these changes. OCUFA argued that Bill 40 gave workers the democratic means to determine their own organizing structure and provided more efficient and cheaper procedures than previously existed, and suggested that the proposed amendments would have the opposite effect. In particular, OCUFA noted, Bill 40 contained provisions to streamline arbitrations which arose from a unanimous review committee chaired by Ken Swan.

"It is inconceivable," OCUFA wrote, "that such reforms, supported by labour and employer representatives, should now be abandoned." OCUFA called on the government to reconsider and to consult with the interested parties.

On Oct. 11, the government tabled Bill 7 which included a wide variety of provisions to increase the power of employers. It also introduced Bill 8 to repeal the provincial equity legislation. Bill 7 passed third reading (without any public committee hearings allowed) on Oct. 31.

CAUT also wrote to the Labour Minister Elizabeth Witmer protesting the possible changes. CAUT focused on the need for stability in labour legislation which, it said, would not be achieved if every new government repealed the labour legislation of the previous one. This suggested a need for consensus and moderation. CAUT also underlined the importance of the reformed procedures for arbitration.

Meanwhile, Education Minister John Snobelen was making headlines in the Ontario press. He informed the *Toronto Star* in August that the school system was broken. He told the Ontario Public School Teachers' Federation that students were "clients," taxpayers and parents "customers" and teachers the system's "front line service providers."

He also told the teachers the education system lagged behind other professions in the use of computer technology for tracking "clients' progress, for communication with customers, for testing and evaluating and for raw information distribution." He did not, however, think the computer revolution would make teachers redundant but rather return them to their prime task of reaching — motivation.

In July he taped a video in his ministry which was leaked to the media and caused an immediate sensation.

"If we really want to fundamentally change the issue in training and...education we'll have to first make sure we've communicated brilliantly the breakdown in the process we currently experience," he said on tape. "Creating a useful crisis is what part of this is about. We need to invent a crisis. That's not just an act of courage. There's some skill involved."

He then said that he hoped the tape was not going to the media anytime soon — and he joked about how businessmen, including himself, avoided taxes.

The tape provoked demands from various quarters for the resignation of Mr. Snobelen, among them the president of the Ontario Public School Boards Association and the president of the Ontario Secondary School Teachers' Federation. The premier refused, required an apology from his minister and said it had better not happen again.

The minister was defended by former deputy minister of education Charles Pascal, who had been fired by the Tories in late July. Pascal said the remarks didn't convey that the minister meant to do anything manipularive or that he would fabricate a crisis. ■

Public Higher Education is Worth Defending

BY MICHAEL PIVA

LET'S NOT KID OURSELVES ABOUT what is at stake. University faculty and librarians are being asked to defend the quality of post-secondary education in [Ontatio], and in the process help protect the capacity of Ontario ro sustain a quality of life recognized by the Unired Nations as among the best in the world.

University professors and librarians do not need to be reminded that post-secondary education participation rates in this province are among rhe highest in the world. We understand full well the significance of the new knowledge-intensive industries which will play the key role in the economy of the future. All studies demonstrate that the majority of the jobs to be created over the next several decades will require university degrees. Ontario's academics understand that withour vibrant, healthy universities able to deliver high quality post-secondary education, those jobs will go elsewhere in the global economy. We understand that without those jobs Ontario will be unable to sustain the economic growrh needed to guarantee Ontario's quality of life.

We have been struggling, despite two decades of significant underfunding, to maintain the quality of post-secondary education and to extend the benefits to ever larger numbers of our citizens.

All of the available data demonstrate the strength of our efforts. Students appreciate the quality of the education they receive. Investors and employers recognize the contributions we make to providing the economy with a highly educated and highly trained workforce. This highly educated workforce is a primary consideration when large and small businesses choose to invest in this province.

Academics are proud of the work we have done and the contributions we have made. We are equally proud of our ability to deliver post-secondary education at minimal cost. In 1992 post-secondary education in this province cost only $16,000 per student as compared to $22,000 in public universities in several American states and $37,000 in private institutions in those states.

Public education in Ontario works: why then is it under attack? Why would a government which already receives high value fot minimal cost slash funding to institutions essential to the economic prosperity of this province? Surely it is not to cut a deficit, since the result would be a sharp reduction in economic growth which in turn would exacerbate the deficit/debt problems faced by all of us. This is the question we as university professors and academic librarians must ask ourselves, must ask our neighbours, and finally must ask the government.

Public post-secondary education works. Public post-secondary education is worth keeping. We must continue to invest in out future and protect the quality of post-secondary education fot Ontario and for Canada. ■

(Michael Piva is the president of the Ontario Confederation of University Faculty Associations.)

(Reprinted by permission from the OCUFA Report.)

Ontario Scholars Honoured

EIGHT ONTARIO PROFESSORS and one librarian have been selected to receive the Ontario Confederation of University Faculty Associations (OCUFA) Teaching Awards and the OCUFA Academic Librarianship Award.

The OCUFA Teaching Awards, presented annually since 1973, honour faculty membets who have made significant contributions in the areas of instruction, teaching and course development. Outstanding performance is judged on supporting comments and evidence supplied by students, fellow faculty, alumni, administrators, and organizations.

This is the fifth year OCUFA has also presented an Academic Librarianship Award to honour a librarian who has made a significant contribution to scholarly achievement in the university community.

The 1994 OCUFA Teaching Award recipients are: Nancy Bailey, English/Office of Fitst Year Studies, Guelph; Yu-Ling Cheng, Chemical Engineering and Applied Chemistry, Toronto; Ann Duffy, Sociology, Brock; Hilary Horan, Communication, Ottawa; Eric Muller, Mathematics, Brock; John Pitre, Physics, Toronto; Marilyn Robinson, Physiology, Western Ontario; and Mark Weisberg, Law, Queen's.

The 1994 Academic Librarianship Award recipient is: Catherine Matthews, Centre of Criminology Library, Toronto. ■

We are gentle angry people, and we are singing for our lives.[1]

Vigil Saddens & Reminds Us Inequities Persist

BY JENNIFER BANKIER

— PHOTOS: OTTAWA CITIZEN —

Each year on Dec. 6 people gather together to remember che 14 women killed at École Polytechnique in 1989.

DECEMBER 6, 1989

Geneviève Bergeron
Hélène Colgan
Natalie Croteau
Barbara Daignault
Anne-Marie Edward
Maud Haviernick
Barbara Marie Klueznick
Maryse Laganière
Maryse Leclair
Anne-Marie Lemay
Sonia Pelletier
Michèle Richard
Annie Saint-Arneault
Annie Turcotte

EVERY YEAR ON DEC. 6 WE gather together to grieve and remember the 1989 massacre of 14 young women who studied engineering or worked at Montreal's École Polytechnique. And every year unsympathetic commentators say, "Why are they still making a big thing about that? Marc Lépine was just a crazy man. What he did has no political significance."

Commentators who attempt to reduce Lépine's rampage to the act of an insane and isolated individual don't understand the nature of madness. Insanity begins with a human being who holds values and assumptions about the world. Madness often operates by distorting this person's sense of proportion so that they act on their pre-existing views in extreme ways that a sane person would not.

Although Lépine's murderous actions attract universal condemnation, his underlying objection to women (and, by analogy, members of other equity-seeking groups) who move out of their traditional spheres to occupy or transform "white men's jobs" is shared and acted upon by many sane individuals through more moderate but nevertheless destructive behaviour.

Such conduct is discriminatory, but not irrational.[2] If there had never been any discrimination in our society, women, members of the black and first nations communities, and members of other equity-seeking groups would have occupied their fair share of the good jobs (like engineering) from the beginning.

As a result, there would have been fewer "good jobs" for white men. If we succeed in achieving an equitable society in the future, the same result will follow. It is not surprising therefore, that both the principle of equity and equity-seeking individuals and groups are continuously attacked.

Those who gather to mourn on Dec. 6 have not, of course, been murdered. Some of us have suffered nonfatal physical attacks, such as battering, rape, incest or other sexual assault, or "queer-bashing." Others experience the fear that arises from encounters with individuals who would like to practice ethnic cleansing against the members of a particular target group, even if they do not act on this desire.

A skinhead recently followed a black student around a Nova Scotia university campus uttering death threats. Jewish people find a troubling echo of the holocaust in the literature and actions of neo-Nazis. In the words of a lesbian friend, "They wish I was dead."

Other members of equity-seeking groups must struggle to survive in environments in which those around us wish that we did not exist as the kind of people that we are in the kind of positions that we hold. For example, members of equity-seeking groups who pioneer in an environment where their group has historically been excluded may find their mere presence is enough to produce active, malicious and concerted attempts to drive them away.[3]

Others may find their physical presence is tolerated, but only as long as they do not rock the boat by challenging the status quo.

If members of equity seeking groups attempt to assert their own identity by acting in a manner consistent with the culture, values, experiences or interests of their own community but inconsistent with the values and interests of members of the dominant advantaged group, they run the risk of a) day-to-day sabotage by hostile colleagues; b) direct attempts to fire them (if they are employees) or fail them (if they are students); and c) hostile gossip through the old boys network designed to interfere with their quest to find a new position elsewhere.

These reprisals are especially intense if the boat rocking takes the form of a request for action to address discrimination within an organization. Such demands frequently trigger a shoot-the-messenger response designed to discredit the speaker and destroy his or her career, instead of an open-minded exploration of the possibility that systemic discrimination may be present.

Members of equity-seeking groups who are aware of this response pattern are caught in a frightening no-win situation. They can maintain their personal and cultural integrity by expressing their values and perspectives openly, if they are prepared to assume the risk of major career damage. Alternatively, they can mask their differences and reactions to what they see around them at the price of their integrity. Such a strategy may allow them to retain their position, but at the expense of anger, spiritual suffocation, and stress-related physical symptoms such as the high blood pressure that may result from constrained anger.[4]

Members of equity-seeking groups and their allies gather each Dec. 6 to honour and remember the young women who lost their lives because Marc Lépine did not think they should have "men's jobs." We grieve for their pain, their fear, and the destruction of their young lives. We also grieve for all other members of equity-seeking groups who are subject to economic, physical, or psychological attacks because they are what they are.

We renew our commitment to work toward a world where everyone has a right to exist. May that time come soon. ■

(Jennifer Bankier is Chair of CAUT's Status of Women Committee)

[1] Title from song by Holly Near.

[2] Resistance to equity changes may also be non-rational but not insane. For example, hostility to gay and lesbian people based on religion is irrational to the extent that religion is based on faith and not reason. Adherence to a religion that condemns homosexuality is not normally viewed as evidence of insanity.

[3] For example, one of the first women to join the RCMP recently recovered damages for the tort of intentional infliction of mental suffering when a federal court of Canada judge found that she had been subjected to sustained harassment by the male RCMP officers with whom she had to work. (The harassment culminated when these officers laid unfounded criminal charges against her.) See Clark v. Canada (1994), 20 C.C.L.T. (2d) 241 (F.C.C. — Trial Division)

[4] For a discussion of the association between experiences of racism and elevated blood pressure among black people, see Richard Delgado, "Words that Wound: A Tort Action for Racial Insults, Epithets and Name-Calling" (1982), 17 Harvard Civil Rights-Civil Liberties Law Review 133.

Remember December 6 then take action...

Community Action on Violence Against Women

YWCA of Canada
(416) 593-9886

...order your Rose Buttons today!

1995 WHITE RIBBON WEEK

Sat. Nov. 25 - Sat. Dec. 2

Call (416) 596-1513 for more information.

CAUBO president says article skewed

In reference to the recent column in the CAUT *Bulletin* entitled University Funds CAUBO's War on Faculty, I wish to address certain inaccuracies regarding CAUBO's role.

Over the course of its almost 60-year history CAUBO has evolved into a mature, nationally respected organization. Our members come from a broad range of professional backgrounds, the academic world as well as the business sector.

As business officers and administrators of Canada's universities and colleges, they are responsible for ensuring the economic viability of their institutions at a time of dramatically decreasing resources. Given this, our members take a natural interest in all matters relating to accountability.

The magazine *University Manager* is published by August Communications Ltd. of Toronto. The publication is totally supported by advertising revenue; CAUBO makes no financial contribution to the magazine nor do we derive any financial benefit from it. Past issues of *University Manager* have contained several articles written by CAUBO executives and members.

These articles reflect the writers' opinions and are designed to support our objective of fostering the "interchange of ideas by business officers of universities and colleges in Canada." Freedom of expression is surely to be extended to the temporal members of Canada's university community.

CAUBO respects CAUT's position on tenure and welcomes feedback, particularly in the form of letters to the editor of *University Manager*.

Our members are a vital part of this community whose ultimate concern is the delivery of quality education at the post-secondary level. By fostering a fair and open discussion of all important issues CAUBO hopes to do its part to contribute to the future accessibility and relevance of an education system that we all value.

J.R. DEXTER KAULBACH
Vice-President, Administration, T.U.N.S. &
1995-96 President of CAUBO

The masthead of University Manager lists CAUBO as "Magazine Consultants," the Executive Director of CAUBO, and a "CAUBO Editorial Board." Two of the four institutional members of the editorial board happen to represent the administrations of Mount Allison University and the University of Manitoba which have been noteworthy for provoking faculty strikes. University Manager is no more neutral than the CAUT Bulletin. We do not pretend to be neutral but we try to be accurate. We think University Manager should skip the pretence. — Ed.

Science Culture Research Grants

NORTHERN TELECOM (NORTEL) AND THE SOCIAL Sciences and Humanities Research Council are funding four new research projects investigating ways to improve science education in Canada and encourage more Canadians to pursue careers in science and technology.

Grants totalling $152,000 have been awarded to Dr. Patricia Rowell, co-ditector of the University of Alberta Centre for Mathematics, Science and Technology Education — $63,000; Dr. Judy Lupart, a professor of educational psychology at the University of Calgary — $54,000; Dr. Darla MacLean, a professor of psychology at Brock University — $20,000; Drs. Ann Marie Hill and Howard A. Smith in the Faculty of Education at Queen's University — $15,000.

The University of Alberta project will assess a new provincial program for teaching elementary school students about technological design and problem-solving. At the University of Calgary, researchers will evaluate the national Shad Valley program, which combines science education, technology and entrepreneurship for grades 11 and 12 students. The research project at Brock University will explore the educational, social and psychological factors which enhance or inhibit student participation in high school math and science studies. Queen's University researchers will examine the evolution of an exemplary program in technological education offered at the Napanee District Secondary School in eastern Ontario. ■

Mt. Allison coverage inaccurate and misleading, says president

In the October edition of the *Bulletin*, Joyce Lorimer's editorial refers to the contract negotiations at Mount Allison. She has presumably made full use of the front page article.

A number of inaccuracies and misleading statements are used to bolster a thesis that faculty rights are under attack. This response is limited to only a few.

Professor vanderLeest claims that my "new administrative approach culminated in the aborted administrative attempt to lay off faculty in 1992." In fact, it was the previous administration (including the current MAFA grievance chair), which implemented the layoff article. It was my view that the earlier report of the joint MAFA-administration task force, a report first drafted by CAUT's Howard Snow, was correct: our deficit could be eliminated without layoffs. At the time, the annual budget projected a ten per cent deficit, and the accumulated debt was approximately 25 per cent of the annual operating budget. Six weeks after arriving at Mt A, I stopped the layoff procedure. Several recommendations from the report were implemented, along with other reductions and revenue enhancements, and the debt was eliminated.

Although no one would argue seriously that salaries at Mount Allison are too high, recent increases, admittedly not large, have made our average salary the fourth highest of Atlantic universities (excluding medical and dental but including law, engineering and other professional programs which we do not have). We rarely hire at the base of the assistant level. In the MAFA chief negotiator's own department, we have recently appointed three tenure-track professors at the associate level. Most of the approximately fifty full-time appointments during the last four years were at least three or four steps above the floor.

Professor Lorimer's editorial is based upon the premise that the University (MAFA insists on calling us the "employer") wished to sail through conciliation in order that the contract would become "void." At that time, so goes the logic, we would do as we wished and perhaps impose a new handbook. The facts are as follows. On Feb. 6, 1995, David Stewart, our negotiator, wrote to vanderLeest that we wished to begin negotiations early and that we assumed that we would continue "essentially under the same agreement." On March 3, vanderLeest replied: "Are we to understand from this that you do not anticipate proposing essential or significant changes?" On March 7, Stewart responded: "We will not be proposing many changes to our current collective agreement."

On July 10, Stewart wrote to vanderLeest to protest the claim in MAFA's *Newsletter* that the contract had been torn up and that the University had wanted to do so. "In fact," wrote Stewart, "we do not intend to make any changes to the terms of the collective agreement as we complete the process of renewing it... Furthermore, we are prepared, as you know, to renew the current collective agreement without significant changes." The *Bulletin* was not so informed.

The MAFA team chose to go to the members, who had not been told that salary increases of 22 per cent (27 per cent for assistants, 19 per cent for associates, 12 per cent for full) were still being asked for on their behalf. A strike vote, accompanied, unusually, with assurances that the membership would be consulted before a strike would ever be called, ensued. But in the end, an offer that provided for scale increases of 0 per cent, 1.5 per cent and 1 per cent for three years was endorsed "with enthusiasm." Salaries will increase by an average of 7.5 per cent (17.5 per cent at the assistant level to 2.5 per cent at the full ceiling). Sessionals, of which we now have four, will be limited to seven. The list of arbitrators, one of whom was dead and two of whom had never been used for a dozen years, will be dropped in favour of simple appointments.

The agreement in principle which was reached came about through negotiation. The threat of confrontation was one that the majority of faculty clearly did not support. Common sense prevailed. Mount Allison remains an outstanding university.

IAN NEWBOULD
President, Mount Allison University

MAFA responds to President Newbould

In trying to show that the *Bulletin* article concerning negotiations at Mount Allison was inaccurate, Dr. Newbould has chosen to publish many of the distorted views which his administration voiced as part of a campaign to discredit the faculty association during recent months. As members of CAUT are aware, the two parties in any negotiations will often have very different interpretations of the same information.

One of Dr. Newbould's points concerns the reasons why the Employer (as defined by our contract; the administration is not the University) pushed through the conciliation process so quickly. It may be true that statements from the Employer suggested that they wished to make few changes to the previous contract, but it is also true that the Employer's chief negotiator told the Conciliation Officer and the MAFA team that conciliation had been applied for solely for the purpose of reaching the point where the contract would fall out of place. We felt obliged to point out to our members that when that happened the Employer could impose any terms and conditions of employment.

The other focus of Dr. Newbould's comments concern money issues. Throughout negotiations the administration suggested that average salaries at Mount Allison were the fourth highest in the Arlantic region. As MAFA pointed out this is true only as a simple average (add all salaries and divide by the number of people), a figure which is distorted by the fact that almost 52 per cent of our faculty are full professors while only 13 per cent are assistants. This high average is thus the result of demographics, not high salaries. At no time did MAFA ask for a 22 per cent salary increase, a composite figure which the administration seems to have created by adding all scale increases, progress through the ranks, and other factors over three years. The case which we were making was based on the fact that the only legitimate way to compare salaries is to look at the scales. When this comparison is made, Mount Allison stands near the bottom in each of the assistant, associate, and full professor ranks. The position we took to the table was that in principle Mount Allison salaries should be the average of salaries of a comparison group. We suggested the mainly undergraduate universities with whom we are compared by *Macleans*, with the addition of the two other provincial universities. We did not seek to reach this average immediately. In the days before the settlement, our team had proposed reaching the average in phases which would have resulted in percentage increases not too different from those offered by the Employer. In agreeing to the Employer's salary offer, we also asked for a joint union-management committee to examine the question of salary scales over the next three years.

During these negotiations we held regular meetings with our members, and went to them for votes on two occasions. The first vote was on the only positions the Employer had placed on the table (which remained virtually unchanged from April to September). These were rejected by almost all members. The second vote was a strike vote. It was supported by 75 per cent of those voting, and those members were prepared to back their demands by strike action. It was only after this vote succeeded that meaningful negotiations took place. The Mount Allison Faculty Association was prepared to seek the common ground which formed the basis of the agreement in principle much earlier, but unfortunately our Employer would not move until we reached the brink of a strike.

HANS VANDERLEEST
President, Mount Allison Faculty Association

PLACE YOUR AD HERE.

Call Stella Cosentino at CAUT today.
Tel: 613.820.2270 Fax: 613.820.2417
E-mail: cosent@caut.ca

Entente à l'Université Mount Allison

Au bord de la grève, la Mount Allison Faculty Association a conclu une entente de principes sur les questions principales servant de fondement à une nouvelle convention collective de trois ans. Au début de l'automne, plus de 95 p. 100 des membres de la MAFA avaient rejeté les offres définitives de l'administration. Des négociations subséquentes n'ayant pas fait bouger l'employeur, l'unité de négociation a donc procédé à un vote et 75 p. 100 des membres se sont prononcés en faveur de mesures de pression à l'appui des propositions syndicales. L'association était prête à déclencher la grève le 1er novembre.

L'un des principaux différends portaient sur le nombre de chargés de cours et de professeurs à temps partiel. La nouvelle convention limitera le nombre de chargés de couts à sept pour une année univetsitaire donnée et les nominations à temps partiel ne seront faites qu'avec l'accord du département.

L'association avait soutenu que l'exigence de l'administration d'employer un nombre illimité de chargés de cours détruirait, à la longue, l'intégrité de l'université.

L'association a également obtenu de modestes hausses salariales et la garantie du versement d'échelons salariaux d'environ 1600 $ chaque année pendant trois ans. Pour la première année, le taux de base de l'échelle salariale des professeurs adjoints est majoré, passant de 34 854 $ à 36 000 $. Toutefois, seules les personnes classées sous l'échelon 6 de l'échelle des adjoints vertont leur salaire majoré en fonction de ce nouveau salaire de base. Pour les autres, il n'y aura aucune hausse la première année. La hausse générale sera de 1,5 p. 100 la deuxième année et de 1 p. 100 la dernière année. Pendant la dutée de la convention collective, un comité mixte patronal-syndical comparera les traitements des universitaires de Mount Allison à ceux des autres universités canadiennes.

Les deux parties ont aussi réglé quelques questions mineures qui causaient des problèmes depuis les dernières années. Le nombre de congés sabbatiques reportés a été limité à au plus 50 p. 100 des personnes admissibles. Les critères d'octroi de la permanence et des promotions comprennent maintenant l'élaboration de logiciels dans le secteur des produits multimédias. Des modifications ont été apportées de manière à permettre que l'association nomme la moitié des membres du comité paritaire chargé de surveiller le processus de nomination pour atteindre l'équité dans l'embauchage.

L'association n'a pas réussi à modifier l'article sur les droits de l'employeur et y ajouter un libellé sur l'usage juste et équitable des droits de l'employeur. Elle n'a pas non plus réussi à améliorer le libellé de l'article sur les droits collégiaux. L'administration a obtenu que la liste actuelle d'arbitres soit éliminée ne conservant que l'exigence pour les deux membres du tribunal d'arbitrage d'en choisir la personne qui le présidera. S'ils ne s'entendent pas sur une personne, ils pourront demander au ministre du Travail d'en nommer une.

L'Université Mount Allison est la deuxième université du Nouveau-Brunswick qui négocie une convention collective cette année et qui évite les compressions salariales exigées dans d'autres provinces.

George de Benedetti, président du Comité de la négociation collective et des avantages économiques de l'ACPPU, a félicité l'équipe de négociation et l'exécutif de la MAFA ainsi que ses membres qui ont appuyé l'équipe, évitant ainsi la grève. ■

Settlement Reached at Mount Allison University

On the verge of a strike, the Mount Allison Faculty Association has reached agreement in principle on the major issues thereby establishing a basis for a new three year collective agreement. Earlier this fall over ninety-five per cent of MAFA members had rejected the employer's final bargaining positions. Subsequent negotiations failed to result in any significant movement by the employer and the bargaining unit voted by a margin of seventy-five per cent in favour of job action in support of the union proposals. The association was prepared to go on strike Nov. 1.

One of the major areas of contention was control over the number of sessional and part-time lecturers. The new contract will limit the number of sessionals ro seven in any academic year, and part-time appointments will only be made with the consent of the department.

The association had argued thar the demand of the administration for unlimited use of sessionals would, in the long run, destroy the academic integrity of the institution.

The association also secured modest salary increases and a guarantee that the salary steps of approximately $1,600 would be paid in each of the three years. In the first year the base of the salary scale for assistant professors will be adjusted from $34,854 to $36,000, but only those below step 6 of the assistant scale will have increased salaries calculared from this new base. For those on the remainder of the scale there will be no increase in the first year. In year two there will be a general scale increase of 1.5 per cent followed by a one per cent increase in the third year. During the life of this contract a joint union-employer committee will examine the issue of salaries ar Mount Allison in comparison to other Canadian universities.

Some minor issues which have caused problems in recent years have also been settled. The number of sabbatical deferrals has been capped at no more than fifty per cent of those eligible. Tenure and promotion criteria now include software development in multi-media products. Changes were made so thar the association now names half the members of the parity committee to monitor the appointment process ro achieve equity in hiring.

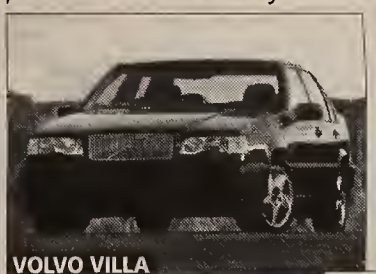
The association failed to change the management rights article to include language concerning a fair and equitable use of management rights. It also failed to improve the wording of the collegial rights article. The administration succeeded in knocking out the existing list of arbitrators, leaving only the requirement that sidepersons agree to a chair and in the event of no agreement making application to the Minister of Labour for an appointment.

Mount Allison is the second New Brunswick university to successfully negotiate a collective agreement this year and to avoid the salary cuts that have been mandated in some other provinces.

George de Benedetti, chair of the CAUT Collective Bargaining and Economic Benefits Committee, congratulated the MAFA negotiating team and executive as well as the members for their resolve in backing the team which, in the end, averted a strike. ■

Going on sabbatical leave?

Buy your new Volvo at a favourable tax free price and take delivery in Europe.



VOLVO VILLA

Leader in Tourist and Diplomatic Sales.
5840 Yonge Street, Willowdale, Ontario M2M 3T3
416.590.0880 416.590.0878
For information call Milena Moncada.

Volvo overseas delivery offers a wide range of quality vehicles available for overseas purchase at extremely favourable prices.

Enjoy the convenience of your own Volvo overseas. It gives the freedom to see Europe your way. Take advantage of this opportunity and we'll take care of all the paper work.

Choose where you want your new Volvo to be delivered. Utilize the Volvo assistance Europe scheme and the "Volvo Home Shipment Program."

Enquire about our worldwide delivery program.

SABBATICAL AND INTERNATIONAL FARES

We still offer the best **SCHEDULED SERVICE SABBATICAL FARES.**
Destinations: LONDON / PARIS / FRANKFURT / ZURICH / VIENNA - From most cities in Canada.
From Vancouver, Toronto and Montreal to **AMSTERDAM / COPENHAGEN / NICE** and **ROME.**

In addition, your **CAR RENTALS - LEASINGS** and those **AFFORDABLE RAIL PASSES** are obtainable here.

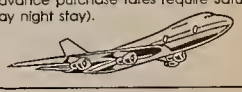
Fares for **WORKSHOPS - MEETINGS** and
for **FARES ACROSS CANADA** give us a call or fax.

FOR SURPRISINGLY LOW FARES TO **THE SOUTH PACIFIC, ASIA, EUROPE AND AFRICA,** we have a dedicated team awaiting your fax or phone call.

Reminder **CAUT LIBRARIAN'S CONFERENCE**
FEBRUARY 26 - MARCH 02, 1996
MONTREAL, QUEBEC
PREPARE AND BOOK YOUR TRAVEL ARRANGEMENTS EARLY.

NEED A HOLIDAY - WHY NOT THAILAND..... 6 NIGHTS BANGKOK AND 7 NIGHTS PATTAYA - First Class Hotels.
From Toronto CA$1875.00 plus taxes per person based on double occupancy. Single rate available.
Departures from Montreal/Ottawa/Winnipeg/Saskatoon/Calgary and Vancouver also available.
(Rate includes air transportation, transfers, accomadation, and City and Temple Tour in Bangkok).

BOOK EARLY AND SAVE!
LOW AIRFARES FOR TRAVEL WITHIN CANADA AND TRANSBORDER REQUIRE ADVANCE PURCHASE AND A SATURDAY NIGHT STAY.
SAVE BY BOOKING AT LEAST 7 DAYS PRIOR TO DEPARTURE. Save even more by booking at least 14 days prior to departure.
e.g. Toronto-Regina and return full economy class fare $1096.00; book at least 7 days prior to departure the fare can be $876.00; book at least 14 days prior to departure the fare can be as low as $438.00 or $309.00 subject to availability of a specific booking class (fares shown do not include tax and GST; advance purchase fares require Saturday night stay).



FINLAY TRAVEL LIMITED, (est. 1951)
Suite 4050, Canada Trust Tower, P.O. Box 608, BCE Place, Toronto, Ontario M5J 2S1
Tel: (416) 366-9771, FAX: (416) 366-1005, Out-of-town Toll free 1-800-361-2364

Ontario Registration #1493989

QUOTABLE...

"To a [person] with a computer, everything looks like — what? — data, instead of thought; calculation, instead of judgement; ubiquitous access, instead of judicious choice; speed, instead of introspection; individual omniscience, instead of social interdependence. What? We need to think about that."

— From a keynote address given by Blenda J. Wilson, President, California State University, Northridge, NEA Higher Education Conference 1994

GET CONNECTED WITH THE GOVERNMENT

For access to the Senate, House of Commons and Supreme Court, 10 political parties and 35 government departments, agencies and crown corporations on Internet, use the computer address: http:/info.ic.gc.ca./opengov/

GO'FER GOPHER

Using the g*opher* system on Internet, a searcher can access the electronic files held at many libraries and organizations across the country. Gophering to a university library will allow one to follow one pointer after another, to reach the library data centre, then other data providers, and finally specific electronic files. As an example, data provided by the Canadian *Institute for Public Opinion (Gallup)*, can be accessed by invoking g*opher gopher. carleton.*ca, then selecting the Carleton Library Gopher from the sub-menu, then the Library Departments and Services, then Library Data Centre, then the Canadian Institute for Public Opinion. The data from the gallup polls can then be searched and downloaded. Similar access can be made to the electronic collections of Queen's University, University of Alberta, University of Saskatchewan, University of Toronto, University of British Columbia, Simon Fraser University, University of Western Ontario, along with other national and international data providers.

NEW MEDIA

Suggestions, comments or contributions that deal with media developments (computers, video, etc.) that will have an impact on academic staff and their work (max 750 words) are most welcome but we cannot guarantee publication. CAUT Director of Member Services Rosalind Riseborough is the page editor;

Telephone: 613-820-2270;
Facsimile: 613-820-7244;
E-mail: rise@caut.ca.

Ottawa to Set Up Internet Links Allowing Public Access to Files

Budget cuts force government to adopt new technologies.

BY JEFF SALLOT
Parliamentary Bureau, Ottawa

TIGHTER OPERATING BUDGETS ARE forcing the federal government to create Internet links to allow direct public access to computer files containing unclassified information.

The bureaucratic data banks contain information on such subjects as export opportunities for Canadian enterprises and new software security programs to help companies prorect their computer networks from invading hackers.

Federal bureaucrats also are being encouraged to make their own e-mail Internet addresses known so that there is an additional way for the public to communicate with the government.

A little-known Ottawa agency, the Government Telecommunications and Informatics Services (GTIS), plans to launch a World Wide Web home page for the federal government later this month.

The home page will provide Inrernet users around the world with a convenient central srarting point and electronic map to communicate with more than 130 federal departments, offices, boards and agencies. It will poinr the way ro public records such as transcripts of House of Commons debates and hearings of Parliamentary committees. Probably within a few months, the home page will include research tools to let Internet users search hundreds of federal data banks simultaneously, producing for themselves an electronic dossier of public, digitized government records on any topic.

The home page's search progtam will also index paper records on the same subjects that are not available directly on-line but located in older files that are open to the public in federal archives or 400 Canadian libraries designated federal depositories.

A researcher looking at an issue related to salmon, for example, would be able to use the home page's links to locate information about international salmon agreements from the Department of Foreign Affairs and International Trade, or scientific data on salmon stocks from the Department of Fisheries and Oceans.

By early next year, anyone with a computet, modem, telephone line and Internet account should be able to ger the electronic address of more than 150,000 civil servants.

Those civil servanrs already communicare with each other by e-mail from points as distant as weather stations in the Arctic or as close as the desktop computer down the hall. The next step is to make it possible for the public to use the same technology to send computer messages.

When the system is up and running, the federal government will stop printing its own phone book. The Ottawa region federal directory, which exceeds 1,300 pages, costs more than $1-million in paper and ink and is outdated before it is off the press.

"The overriding principle is that the citizen should have maximum access to information that has been collected by their government," says Ian Sinclair, an information policies executive at the Treasury Board, a federal department that administers governmenr policies.

Already, there are 28 federal bodies with their own Internet public access gateways. They provide information on topics as rourine as the locations and business hours of passport offices, or as technical as regulations on feeding potato-processing wastes to cattle.

The Bank of Canada became the most recent member of the government's Internet club when it set up a Web site on Oct. 2 to provide on-line information about the new series of Canada Savings Bonds.

Taxpayers can download tax guides and forms from Revenue Canada but cannot yet file income tax returns on the Internet because Internet communication can be easily intercepted and privacy is not guaranreed.

Revenue Canada officials are monitoring advances in computer encryption technology with an eye toward the day when on-line privacy can be guaranteed and taxpayers can file returns on the Internet or seek information relating to their tax files.

Hansard, the official transcript of proceedings in the House of Commons, went on-line when the fall sitting of Parliament began three weeks ago. Printed copies are still available. But the Commons has eliminated the printing of evidence presented to committees. Committee transcripts are available now only on-line or in periodic releases on CD-ROM.

Despite these developments, the federal government lags far behind the U.S. government in the use of Internet technology, says Pierre Bourque, Internet columnist for The Hill Times, a weekly paper about Parliament Hill activities.

Unlike the United States, where the White House and every serious presidential candidate has a Web home page, the Prime Minister's Office is not yet on-line and most MPs do not yet have an e-mail address to communicate with constituents. Even the Canadian Radio-television and Telecommunications Commission, "which is supposed to be cutting edge, does not accept e-mail from the public," Mr. Bourque said.

Federal scientists at the National Research Council and the Defence Research Establishment were among the first to use computer communications technology in their work. They have been using the Internet for more than a decade to exchange research data with colleagues around the world.

But there has never been one central Internet gateway for the federal government. Budget cuts are forcing the government to adopt the new technologies.

"We ... have committed ourselves to placing Canada on the cutting edge of new technologies, not because it is glamorous, not because we are enamoured with the latest and the biggest and the fastest technology, but because it enables us to provide Canadians with the services they deserve at a price they can afford," Treasury Board president Arthur Eggleton told a conference of federal Internet experts in September.

"We see a future where Canadians deal on-line with government instead of waiting in lines for government," Mr. Eggleton said. (Back copies of Mr. Eggleton's speeches can already be downloaded from the Internet.)

Federal and provincial governments are establishing common "business centres," where a member of the public use a computer to get information about a variety of programs, including unemployment insutance benefits and employment opportunities.

A federal blueprint for the use of the Internet lists several examples of how the technology can be used to help Canadian business. In one scenario, a Saskatoon businesswoman uses her lunch hout to check a government business centre for possible leads on overseas sales of her company's new building materials. A government employee at the business centre who checks federal data bases takes her phone and fax numbers. A few hours later, the Saskatoon woman starts getting fax messages with leads from the National Research Council in Ottawa, a list of tender calls for a United Nations building project forwarded by the Department of Foreign Affairs and International Trade, and a tip from a trade officer at the Canadian embassy in Tokyo.

With standard hardware and commercial Internet software, Internet users in private enterprise could initiate this kind of service themselves without having to leave their offices. The federal government estimates that more than a million Canadians have access to the Internet, with the numbers increasing almost houtly.

Despite the growth in Internet use, most Canadians do not have their own equipment to deal with the government by computer. Federal guidelines say that the introduction of the new Internet technology should not replace existing ways of communicating with or disseminating information to the public. Printed documents will be available ro those who need paper documents mailed to them.

But the government and many public libraries plan to set up electronic kiosks where people can use a computer terminal to access federal data banks. Some of these kiosks already are operating.

Government Telecommunications and Informatics Services only recently has been designated the agency to draw togethet all federal offices on a single World Wide Web home page. The home page has been assigned this computer address: www.gc.ca.

Experienced Internet users will easily recognize this as shorthand for World Wide Web — Government of Canada — Canada.

But unless they know both official Canadian languages they might not recognize www.dfait-maeci.gc.ca as the bilingual Web page for the Department of Foreign Affairs and International Trade — Ministère des affaires étrangères et du commerce international.

Most global Internet communications are in English. But the federal govetnment is determined to follow bilingual policies in communicating with the public on the Internet.

That means entry on-line points will include click-and-point buttons to choose French or English communication. ■

(Reprinted with permission from The Globe and Mail, Monday, October 16, 1995.)

CLASSIFIEDS
ANNONCES CLASSÉES

ACCOUNTING

SAINT MARY'S UNIVERSITY Department of Accounting. Frank H. Sobey Faculty of Commerce, invites applications for tenure track and limited term appointments in Accounting, Commercial Law and MIS. The positions will commence September 1, 1996 pending budgetary approval. Successful candidates must have strong research and teaching credentials with a PhD in hand or near completion. The Faculty offers BComm, MBA and EMBA programs and a PhD program in Accounting has been proposed. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University encourages applications from qualified women, blacks, aboriginal people, persons with disabilities and other minority groups. Submit letter of application, curriculum vitae and the names of three references to Dr. Barry Gorman, Chair, Department of Accounting, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3 Fax: (902) 420-5119. Closing date February 1, 1996.

ADMINISTRATIVE STUDIES

YORK UNIVERSITY — The Faculty of Administrative Studies at York University invites applications for two tenure-stream appointments in Finance starting July 1, 1996. The first position is a tenure-stream appointment at the Assistant or Associate level in the investments field. Demonstrated research and teaching excellence is required. Interest in international aspects of investments is desirable. Demonstrated ability and willingness to teach and supervise PhD students is essential. Willingness to be involved with the recently-established Financial Services Program, including curriculum development and interaction with the investment community is required. Excellent publication record, completed PhD and several years of relevant experience are required. The second position is a tenure-stream appointment at the Assistant level for someone with research interest in Corporate Finance or Investments. Interest in international issues is desirable. Excellent research and teaching potential is expected. Demonstrated willingness and ability to teach introductory finance or financial management is essential. PhD, or equivalent, completed or near completion, is required. Approximately 600 B.B.A. students, 1500 full and part-time M.B.A. students, and 40 PhD students are registered in the Faculty of Administrative Studies, making it Canada's largest graduate business school. A recently-established Financial Services Program offers additional opportunities in financial research and consulting. York University has an employment equity program, including affirmative action for women. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Submit resume, three letters of reference and information on teaching, including teaching evaluations, to: Dr. Elizabeth M. Maynes, Finance Area Co-ordinator, Faculty of Administrative Studies, York University, 4700 Keele Street, North York, Ontario, Canada, M3J 1P3. Positions are subject to budgetary approval.

AFRICAN STUDIES

YORK UNIVERSITY — Faculty of Arts, Division of Social Science. Applications are invited for a tenure-stream position at the assistant professor level in the field of African Studies, commencing July 1, 1996. A PhD or equivalent, a strong record of field research in Africa, and a demonstrated capacity for interdisciplinary teaching are required. The successful candidate will be expected to assume the co-ordinatorship of the African Studies Programme, and to take a leading role in developing academic and extra-curricular activities in the programme throughout the university. Teaching duties will include the programme's introductory course and an advanced, theoretically-oriented course for majors. The successful candidate may have a background in any one or combination of the social science disciplines engaged in the field of African Studies, but will be expected to be critically involved in at least several of the pressing scholarly and social issues facing the continent, such as the crisis in development; the transformation of the postcolonial state; gender and society; the political economy of the environment; democratic discourses and struggles. Applications with curriculum vitae and names of three referees should be sent to: John Hutcheson, Chair, Division of Social Science, 5757 Ross Building, York University, North York, Ontario M3J 1P3. Candidates should request their referees to send letters of reference directly to the chair. Deadline for applications is November 20, 1995. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. This position is subject to budgetary approval.

ANAESTESIA

UNIVERSITY OF SASKATCHEWAN — The Department of Anaesthesia of the University of Saskatchewan invites applications to full-time positions in the College of Medicine, located in the hospitals of the Saskatoon District Health Board. The Department members are young and dynamic, participating in an integrated group practice with a committed academic focus. Subspecialty interests can be developed within the context of the full service tertiary care profile. Individuals with obstetrical anaesthesia or chronic pain management expertise are particularly sought. Academic involvement and rank are dependent upon individual qualifications and the nature of the appointment. Remuneration is competitive. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents possessing Royal College of Physicians and Surgeons certification. The University of Saskatchewan is committed to the principles of employment equity. Submit applications by December 15, 1995 complete with CV and names of 3 referees to: Dr. R.W. Yip, Chairman, Department of Anaesthesia, University of Saskatchewan, Royal University Hospital, Saskatoon, Saskatchewan S7N 0X0.

ANATOMY & CELL BIOLOGY

UNIVERSITY OF SASKATCHEWAN — Department of Anatomy and Cell Biology, Gross Anatomist. Applications are invited for a without term faculty appointment at the rank of Assistant Professor. Applicants should have experience in teaching human gross anatomy and ideally histology and/or cell biology. The appointee will be extensively involved in instructional programs to medical and other health life science students and actively participate in scholarly work/research. Preference will be given to candidates with experience or a strong interest in the development of teaching methods, particularly the design and implementation of computer-aided learning in clinical gross anatomy. Funding for this project is in place. Research fields in the department include cell, molecular, and developmental biology; kinesiology, morphometrics, and neurobiology. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. An application, including curriculum vitae, names of three referees, and a statement of previous teaching experience and scholarly work should be submitted by November 30, 1995 to: Dr. G.D. Burkholder, Department of Anatomy and Cell Biology, College of Medicine, University of Saskatchewan, 107 Wiggins Road, Saskatoon, Saskatchewan S7N 5E5 Canada.

ANTHROPOLOGY

YORK UNIVERSITY. Faculty of Arts. Department of Anthropology. A tenure-track position at the assistant professor level in socio-cultural anthropology, to commence July 1, 1996, subject to budgetary approval. At the time of appointment the successful candidate must have a completed PhD in Anthropology with strong research skills, a proven publications record and a demonstrated commitment to teaching. Strong interdisciplinary interests are an advantage. Applicants should have expertise in critical theory and field experience in one or more of the following areas: power relations; history and/or discourse in the post-colonial world; processes of globalization; social justice and well-being; and the construction of knowledge. Such expertise could include the empirical study of race, gender, class or bio-diversity. Geographical area of interest is open, but particular preference is toward Latin America, Europe and Africa. Applicants should include a covering letter indicating their teaching, research interests and a detailed resume, and arrange to have three letters of reference sent to: Chair, Department of Anthropology, 2054 Van Hall, York University, 4700 Keele St., North York, Ont. M3J 1P3. Application deadline is January 19, 1996. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BIOCHEMISTRY & MOLECULAR BIOLOGY

UNIVERSITY OF MANITOBA — The Department of Biochemistry and Molecular Biology, Faculty of Medicine, invites applications for a tenure-track position at the rank of Associate Professor. Applicants must have a PhD and/or M.D. degree and the appropriate postdoctoral experience. The successful candidate should possess a productive research record as well as engage in undergraduate and graduate teaching. In addition, the incumbent is expected to have an active externally funded research program. Research experience in development of ether lipids as antitumor drugs and their mechanism of action, phospholipid metabolism and cell cycle progress, and selective release of fatty acids in the cardiovascular system is required. The present salary range for an Associate Professor is $46,575 - $69,758 and the starting salary is dependent on qualifications and experience. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vitae and names of three referees, should be sent to: Dr. P.C. Choy, Professor and Head, Department of Biochemistry and Molecular Biology, Faculty of Medicine, University of Manitoba, Winnipeg, Manitoba, R3E 0W3. Closing date for receipt of applications is December 31, 1995.

UNIVERSITY OF MANITOBA — Two MRC graduate studentships are available to qualified graduate students in the Department of Biochemistry and Molecular Biology. Each studentship carries a stipend of $15,295 per annum for a maximum of five years. Nominees will become direct recipients of the MRC Studentship Award. Areas of research eligible for these Studentship awards include a study on Membrane Lipids and Signal Transduction, as well as a multidisciplinary study on Molecular Mechanisms of Hormonal Dependence in Human Breast Cancer. Approaches employed in these studies include molecular and cellular biology, physiology, pharmacology and pathology. Applications from qualified students in the last year of their B.Sc.(Hons), or students with a B.Sc.(Hons) or M.Sc. in biochemistry, cell biology and molecular biology (or their equivalent) will be considered. Interested candidates should have an outstanding grade point average and be acceptable by the Department of Biochemistry and Molecular Biology at the University of Manitoba. The Studentship recipient must be enrolled in a M.Sc. or PhD program. Further details can be obtained from Dr. P.C. Choy (204)789-3723 or Dr. L.C. Murphy (204)789-3233. Please send your CV and transcripts, plus names, addresses and telephone numbers of three referees to Dr. Patrick C. Choy or Dr. Leigh C. Murphy, Department of Biochemistry and Molecular Biology, Faculty of Medicine, University of Manitoba, 770 Bannatyne Ave, Winnipeg, MB, R3E 0W3; Fax (204) 783 0864. E-mail: lcmurph@ccumanitoba.ca.

BIOLOGY

MOUNT ALLISON UNIVERSITY — The Department of Biology at Mount Allison University seeks applicants for the McCain Postdoctoral Fellowship in Biology. Applications from candidates with research interests in any area of biology will be accepted, but those with interests in biochemistry, molecular biology, microbial ecology, behavioural ecology and the biology of marine algae are particularly encouraged. Only those who have PhD's or PhD's near completion should apply. This Fellowship is for one year and is renewable for up to two years. The successful candidate will be expected to teach the equivalent of one full course per year. The appointment will commence as soon as possible. An application should include a curriculum vitae and the names of three referees, and should be sent to Dr. R.B. Aiken, Chair of the Search Committee, Department of Biology, Mount Allison University, Sackville, N.B. E0A 3C0. The closing date is November 30, 1995. In accordance with Canadian

INDEX

ACCOUNTING
ADMINISTRATIVE STUDIES
AFRICAN STUDIES
ANAESTHESIA
ANATOMY & CELL BIOLOGY
ANTHROPOLOGY
BIOCHEMISTRY & MOLECULAR BIOLOGY
BIOLOGY
BOTANY
BREAST CANCER RESEARCH
BUSINESS
BUSINESS ADMINISTRATION
BUSINESS ADMINISTRATION & COMMERCE
CHEMISTRY
CHILD DEVELOPMENT
COMPUTER SCIENCE
COMPUTING
CRIMINOLOGY
DENTISTRY
DRAMA
ECONOMICS
EDUCATION
ENDOCRINOLOGY & METABOLISM
ENGINEERING
ENGLISH
ENVIRONMENT & RESOURCE STUDIES
FILM STUDIES
FINANCE
FINE ARTS
FOODS & NUTRITION
FORESTRY & ENVIRONMENTAL MANAGEMENT
FRENCH
GERMAN
HISTORY
HUMANITIES
JOURNALISM
LAW
MARKETING
MATHEMATICS
MATHEMATICS & STATISTICS
MEDICAL GENETICS
MUSIC
NUTRITIONAL SCIENCES
OPHTHALMOLOGY
PATHOLOGY
PHARMACEUTICAL SCIENCES
PHILOSOPHY
PHYSICS
PHYSIOLOGY
PLANT SCIENCE
POLITICAL SCIENCE
PSYCHOLOGY
SCIENCES INFIRMIERES
SOCIOLOGY & ANTHROPOLOGY
SPANISH & LATIN AMERICAN CULTURES
SURGERY
THEATRE
URBAN STUDIES
VISUAL ARTS
WOMEN'S STUDIES
ACCOMMODATIONS

UNIVERSITY OF TORONTO
WRITER-IN-RESIDENCE FELLOWSHIP, 1997

Applications are invited from creative writers who are Canadian citizens or landed immigrants for this four-month appointment during January-April 1997.

The Fellowship entails:

- delivering a public reading on each of the University's three campuses;
- conducting a weekly non-credit writing seminar and its attendant duties of commentary and consultation with a set number of qualified students;
- maintaining two open office hours weekly for consultations with students from across the University;
- submitting a final report on activities associated with the Fellowship.

A stipend of $20,000.00 will be paid to the recipient, who will be appointed a Senior Resident at Massey College.

Applications should include five copies of a curriculum vitae; a single-page statement of your plans for the seminar; plus any other directly relevant materials (such as references from sponsors and clientele of earlier writer-in-residence appointments, if applicable). The Committee cannot consider incomplete applications. Please do not send samples of writing or tapes. Include address and, where possible, tel/fax/e-mail numbers.

Applications should be sent to:

Writer-in-Residence Fellowship Committee
Department of English
University of Toronto
Toronto, ON M5S 1A1

Deadline: All entries must be postmarked by **January 2, 1996**. Applicants will be informed of the outcome by the end of February 1996.

DOUGLAS COLLEGE
PHILOSOPHY

Competition No.: 95-040F
Closing Date: January 31, 1996

The Philosophy Discipline in the Arts and Humanities Department at Douglas College invites applications for a full time, on-going (Term) instructor to commence September 1, 1996 (subject to budgetary approval). Ability to teach first or second year courses in one or more of: Philosophy of Science, Philosophy of Social Sciences, History of Ideas, and/or History of Philosophy is preferred. Applicants must provide evidence of significant teaching experience including some critical thinking. ABD will be considered, but completed PhD is preferred. Duties will include four courses per semester, (Fall and Summer semesters).

Applications, including a complete C.V., a writing sample, and at least three letters of reference should be sent to:

DOUGLAS COLLEGE
Personnel Department
P.O. Box 2503
New Westminster, B.C. V3L 5B2
Fax: (604) 527-5549

LAKEHEAD UNIVERSITY

NATIVE PHILOSOPHY PROJECT
ROCKEFELLER FOUNDATION HUMANITIES FELLOWSHIP PROGRAM

The Lakehead University Native Philosophy Project is a cross-cultural interdisciplinary research program committed to further understanding of the manner in which the world is viewed by the Aboriginal peoples of the Americas.

Rockefeller Foundation Visiting Humanities Fellows are encouraged to explore any aspect of Native Philosophy including such concepts as 'person', 'self', 'individual', 'community', 'self-government', 'environment', 'value', and 'spirit', as well as possible interrelationships between such concepts, and methodological issues arising from this unique interdisciplinary area of research. Given the interdisciplinary nature of the Project, research proposals are invited from senior and emerging scholars with a humanities background in Native Studies, Native Art History, History, Language, Literature or Philosophy.

Lakehead University will host up to three Visiting Fellows each year (depending on the length of stay). The fellowship stipend is between $30,000 and $35,000 for the regular academic term, and pro-rated for shorter residencies.

Although local Ojibwa communities and Elders are the wellspring nourishing the Native Philosophy Project, the Project is particulary interested in the underlying philosophical assumptions (if any) common to all, or almost all, Native world views. Applications for Visiting Fellowships are therefore invited from Native and non-Native scholars interested in the philosophies of any of the Native peoples of North, Central or South America.

Deadline for applications is **January 15, 1996** for residencies beginning in September of that year.

For further information contact:

Dr. Connie Nelson
Director of Research and Graduate Studies
Lakehead University
Thunder Bay, Ontario P7B 5E1
Canada

CLASSIFIEDS

immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications are encouraged from all qualified candidates, including women, aboriginal peoples, those with disabilities, and visible minorities.

UNIVERSITY OF REGINA — The Biology Department has two tenure-track vacancies to fill, one in Aquatic Biology, and one in Cell Biology. Both positions are to be filled by 1 July 1996, or shortly thereafter and are subject to budgetary constraints. One of the successful candidates will be responsible for the third-year majors course in invertebrate biology, as part of the duties. Post-doctoral experience of 2 - 5 years will be an advantage. Preference will be given to candidates with a strong commitment to research and teaching at the undergraduate and graduate levels (MSc and PhD) in a medium-sized university. Research will be encouraged by start-up funds and reduced teaching loads in the first two years. Teaching duties will consist of participation in courses at the general introductory level and responsibility for advanced courses in the area of specialization. Applicants shall send a curriculum vitae and expanded outline of research interests. Please include the names of four referees. All correspondence is to be addressed to: Dr. Diane Secoy, Head, Department of Biology, University of Regina, Regina, SK S4S 0A2, Canada (Fax 306-585-4894; Phone 306-585-4231; Email secoyd@max.cc.uregina.ca) The closing date for applications is 31 December 1995. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity. We welcome applications from all, especially women, visible minorities, people with disabilities, and aboriginal peoples.

CARLETON UNIVERSITY — Department of Biology. Applications are invited for one tenure-track position at the rank of Assistant Professor, tenable September 1996. The successful candidate will be expected to develop a strong biochemistry research program and participate in teaching in the Institute of Biochemistry. Special consideration will be given to candidates with research experience in one or more of the following areas: metabolic regulation; membrane protein function, signal transduction; protein/DNA interactions; structure, function and biogenesis of macromolecules. The Department has close links in teaching and research through a joint graduate program with the Department of Biology, University of Ottawa. There are opportunities for collaborative work with the Institute of Neuroscience on campus, with departments in the Health Sciences at the University of Ottawa, and with Federal Government Laboratories in health, biotechnology and agriculture in the Ottawa region. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. The position is subject to budgetary approval. Submit a curriculum vitae, a statement of research interests and the names of three referees by December 15, 1995 to: Dr. J.A. Webb, Chair, Department of Biology, Carleton University, 1125 Colonel By Drive, Ottawa, Canada K1S 5B6.

BOTANY

UNIVERSITY OF TORONTO — Plant Development. The Botany Department of the University of Toronto invites applications for a tenure-track position in Plant Development at the Assistant Professor level, starting July 1, 1996. The successful candidate should have a PhD and, preferably, post-doctoral experience. We are particularly interested in applicants using cellular, molecular and genetic approaches to studying problems in plant developmental biology. Teaching responsibilities will include participation in undergraduate and graduate courses in plant development and in cellular and molecular biology. This position is integral to a new campus-wide Graduate Program in Developmental Biology. Applicants should submit a curriculum vitae and a statement of research and teaching interests and arrange for three letters of reference to be sent to Dr. Nancy G. Dengler, Chair, Plant Development Search Committee, Department of Botany, University of Toronto, 25 Willcocks Street, Toronto, Ontario, Canada M5S 3B2 (dengler@botany.utoronto.ca) by November 30, 1995. This position is subject to budget approval. In accordance with Canadian Immigration regulations, this advertisement is directed towards Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.

BREAST CANCER RESEARCH

UNIVERSITY OF MANITOBA — A Postdoctoral Fellow/Research Associate position in Breast Cancer Research is available in the laboratory of Dr. Leigh C. Murphy. The successful candidate is expected to undertake research into the molecular mechanisms of hormonal dependence in human breast cancer. Experience in molecular biology techniques, cell culture techniques and/or protein purification would be advantageous. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents. Applications should be sent to: Dr. Lawrence J. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba, R3T 5V4. Evaluation of applications will commence after December 1, 1995.

WILFRID LAURIER UNIVERSITY — Applications are invited for two tenure track faculty positions: one in the area of Accounting and one in the area of Policy, commencing July 1, 1996. Depending on qualifications and experience, most appointments will be made at the rank of Lecturer (ABD) or Assistant Professor (PhD completed). Specific

McGill

Director of Libraries

McGill University invites nominations and applications for the position of Director of Libraries. The appointment will be for a renewable five-year term commencing September 1, 1996, or earlier. The Director of Libraries reports to the Vice-Principal (Academic) and is responsible for strategic planning, administration and development of the library system in a research-intensive University.

McGill University offers undergraduate and graduate degrees in over 75 fields of study with twelve faculties. There are approximately 17,000 undergraduate and 6000 graduate students, and 2000 full-time faculty members. The University library system employs 262 staff, including 73 librarians, and has an operating budget of $15.5 million. The Libraries' collections of 2,800,000 volumes and 17,000 periodical subscriptions are housed in sixteen specialized subject libraries, grouped into five administrative units: Branches (Blackader-Lauterman Architecture & Art, Education, Howard Ross Management, Islamic Studies, Marvin Duchow Music, Physical Education and Religious Studies); Humanities & Social Sciences Library (McLennan-Redpath); Law; Life Sciences (Blacker-Wood Biology, Health Sciences, Macdonald Campus Agriculture and Osler History of Medicine); Physical Sciences and Engineering (Edward Rosenthall Mathematics & Statistics, Physical Sciences & Engineering, Walter Hitschfeld). The University Library is a member of the Association of Research Libraries, the Research Libraries Group, the Center for Research Libraries and the Canadian Association of Research Libraries. The Director of Libraries is a participating member of CREPUQ (Conférence des recteurs et principaux des universites du Québec) Sous-comite des bibliothèques.

Candidates, who must have a degree from an ALA-accredited program or its equivalent, should possess a strong research background, proven administrative and management skills in a large research library, the ability to work effectively with a diverse university community, and should be conversant with advanced information technologies. Facility in French is desirable.

Nominations or applications, accompanied by a curriculum vitae and the names and addresses of three referees, should be submitted in confidence to **Dr. T.H. Chan, Vice-Principal (Academic), McGill University, James Administration Building, 845 Sherbrooke Street West, Montreal, Quebec H3A 2T5, Canada** no later than **December 31, 1995.**

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

McGill University is committed to equity in employment.

Directeur(trice) des bibliothèques

L'Universite McGill lance un appel de candidatures pour le poste de directeur(trice) des bibliothèques. Le(la) candidat(e) retenu(e) est nommé(e) pour un mandat renouvelable de cinq ans débutant au plus tard le 1er septembre. Le(la) directeur (trice) des bibliothèques relève du vice-principal (enseignement); il(elle) est responsable de la planification stratégique, de l'administration et du développement du réseau de bibliothèques d'une université où la recherche joue un rôle de premier plan.

L'Universite McGill offre des diplômes de premier, deuxième et troisième cycles dans plus de 75 disciplines, relevant de 12 facultés. Elle compte environ 17 000 étudiants de premier cycle et 8 000 étudiants de deuxième et troisième cycles et emploie 2 000 professeurs à plein temps. Le personnel des bibliothèques de l'Universite comprend 262 personnes, dont 73 bibliothécaires; son budget d'exploitation a'élève à 15,5 millions de dollars. Les collections des bibliothèques, qui comptent 2 800 000 titres et 17 000 publications périodiques, sont réparties dans 16 bibliotbèques spécialisées, regroupées en cinq unites administratives: Annexes [Blackader-Lauterman (architecture et arts), sciences de l'education, Howard Ross (gestion), étudea islamiques, Marvin Duchow (musique), éducation physique et études religieuses]; sciences humaines et sociales [McLennan-Redpath]; droit; sciences de la vie [Blacker-Wood (biologie), sciences de la sante, campus Macdonald (agriculture) et Osler (bistoire de la médecine)]; sciencea physiques et génie [Edward Rosenthall (mathématiques et statistiquea), sciences physiques et génie, Walter Hitschfeld]. Les bibliothèques de l'Université font partie de l'Association of Research Libraries, du Research Libraries Group, du Center for Research Libraries et de l'Association des bibliothèques de recherche du Canada. Le(la) directeur(trice) des bibliothèques participe aux activités du sous-comite des bibliothèques de la CREPUQ (Conférence des recteurs et principaux des universitéa du Québec) dont il(elle) est membre.

Les condidatte)s doivent détenir un diplôme d'un programme reconnu par l'ALA, ou un titre équivalent; ils(elles) doivent posséder une solide expérience de la recherche et avoir fait leurs preuves à un poste d'administrateur(trice) et de gestionnaire d'une grande bibliothèque de recherche. Ils(ellea) doivent en outre travailler avec efficacité avec les divers corps de l'universite, connaître et maîtriser les technologies de l'information les plus évoluées. La connaissance du français est souhaitable.

Les candidatures et mises en candidature, accompagnées d'un curriculum vitae et des noms et adresses de trois répondants doivent parvenir sous pli confidentiel à **M. T.H. Chan, vice-principal (enseignement), Université McGill, pavillon James, 845, rue Sherbrooke ouest, Montréal (Québec) Canada H3A 2T5**, au plus tard **le 31 décembre 1995.**

Conformément à la législation canadienne en matière d'immigration, cette offre s'adresse en premier lieu aux citoyen(ne)s canadien(ne)s et résident(e)s permanent(e)s du Canada.

L'Universilté McGill souscrit à l'équité en matière d'emploi.

The University of Auckland - New Zealand

Lectureship in Political Studies (Policy Studies)

Department of Political Studies

Vacancy UAC.659

The Department of Political Studies wishes to appoint a Lecturer capable of teaching policy studies at both the undergraduate and graduate levels.

Applicants shoufd have a PhD or equivalent, and preferably some experience of university teaching. They should currently have as a speciality either (1) the comparative analysis of policy formation, the policies and policy outcomes of governmental or non-governmental organisations, or (2) the application of qualitative methods and knowledge of qualitative methodologies in Political Science, or (3) the philosophical or linguistic analysis of political activity (I their specialities are in the qualitative, linguistic or philosophical areas, they should be prepared to commit those skills to the analysis of policy issues, especially New Zealand ones.

Commencing salary will be established within the range NZ$42,500 - NZ$51,500 per annum.

Closing date: 30 November 1995.

Lectureship in French

Department of French, School of European Languages & Literatures

Vacancy UAC.657

The University invites applications for a Lectureship in French, tenable in the French Department of the School of European Languages & Literatures. The position is available from 1 February 1996.

Applicants should have native competence in the French Language and have completed a PhD or its equivalent. The Department is particularly interested in receiving applications from candidates with research interests in French literature of the 17th, 18th or 19th centuries.

The French Department has seven academic staff positions. All staff contribute to the language acquisition programme as well as to other areas of French studies (literature, applied linguistics, Francophone literature, overseas French civilization, women's studies, history of the language, medieval language and literature). The Department is committed to using the French language wherever possible in teaching and assessment.

Commencing salary will be established within the range NZ$42,500 - NZ$51,500 per annum.

Closing date: 30 Novembor 1995.

Senior Lectureship in Clinical Genetics (Medical)

Limited Term - 5 Years

Department of Molecular Medicine

School of Medicine

Vacancy UAC.663

This new position is based in the Department of Molecular Medicine and is an established Department in the School of Medicine contributing to teaching in the undergraduate courses. The research interests of the Department are varied with well established research in the fields of immunobiology, rheumatology, haematology, microbiology/infectious diseases and genetics.

A section of clinical genetics has been established in conjunction with Auckland Healthcare. Significant expansion of both academic and service aspects of clinical genetics has been funded. This new post will be the second academic post in clinical genetics.

Candidates must hold a medical qualification registerable in New Zealand together with a recognised postgraduate qualification in Clinical Genetics. They should have some experience in teaching undergraduate and postgraduate medical students and must have demonstrated an ability to undertake research in Clinical Genetics. They will be expected to pursue active research in this field. Clinical duties of up to 50% will be negotiated

Commencing salary will be established within the range NZ$70,000 - NZ$96,200 per annum, plus supplements.

Closing date: 31 January 1996.

Conditions & Procedures for All Vacancies

Further information, Conditions of Appointment and Method of Application should be obtained from the Academic Appointments Office, The University of Auckland, Private Bag 92019, Auckland, New Zealand, telephone 64-9-373 7999 ext 5790 or 5097, fax 64-9-373 7023 **Three copies** of applications should be forwarded to reach the Registrar by the closing date specified

Please quote the relevant vacancy number in all correspondence.

W B NICOLL, REGISTRAR

The University of Auckland

New Zealand

The University has an equal opportunities policy and welcomes applications from all qualified persons

ANNONCES CLASSÉES

areas of expertise are Tax or Managerial for the Accounting position, and Strategy for the Policy position. The School of Business and Economics emphasizes a balance between teaching and research. Qualifications include PhD or ABD with evidence of strong teaching and research potential. All positions are subject to budget approval. This advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified women and men. Applications will be accepted until the position is filled. Please direct applications to: Dr. Ron Craig, Associate Dean of Business: Human Resources and Research, School of Business and Economics, Wilfrid Laurier University, 75 University Avenue, West, Waterloo ON N2L 3C5.

BUSINESS ADMINISTRATION

BRANDON UNIVERSITY — The Department of Business Administration invites applications for a tenure-track position in Marketing. The successful candidate is expected to conduct research, to teach and develop advanced undergraduate level courses, and to assist in program development in their areas of specialty. Candidates should have a PhD in Marketing. However, candidates with a Doctorate in a related discipline or a Master's degree plus professional qualifications and extensive experience may also be considered. Ranks and salaries (currently under negotiation): Lecturer $31,897 - 41,537; Assistant Professor $37,798 - 50,836; Associate Professor $50,117 - 73,517; Professor $63,155 - 90,443. The effective date of appointment is September 1, 1996, or as arranged. Please send curriculum vitae with application and arrange for academic transcripts and three reference letters to be sent to Dr. Robert E. Florida, Dean, The Faculty of Arts, Brandon University, Brandon, Manitoba, R7A 6A9. In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply. Closing date for applications is January 31, 1996.

ALGOMA UNIVERSITY COLLEGE invites applications for a probationary appointment with the Department of Business Administration in the areas of Accounting, Organizational Behaviour/Human Resource Management or Labour Relations. The appointment will be made at the rank of Lecturer or Assistant Professor and salary will be commensurate with qualifications and experience. Minimum qualifications for the Accounting area are a graduate degree with a major in Accounting (an emphasis on the analytical and theoretical framework of Accounting is desirable) and a CA. designation. Minimum qualifications for the areas of Organizational Behaviour/Human Resources management and Labour Relations are a PhD or equivalent degree in the respective or related areas either in hand or near completion. Preference will be given to individuals with the capacity to teach in more than one area. This appointment is subject to final budgetary approval. Effective date of the appointment: January 1, 1996, or July 1, 1996. Applications will be accepted until the position is filled. In conformance with the requirements of Immigration Canada, priority will be given to Canadian citizens and permanent residents. Algoma University College encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. Applicants should send a current curriculum vitae, with names, addresses, and phone number of three references to Prof. James Gibson, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario P6A 2G4.

BUSINESS ADMINISTRATION & COMMERCE

SIMON FRASER UNIVERSITY — The Faculty of Business Administration, Simon Fraser University, invites applications for tenure-track appointments in Management Information Systems (Associate or Full Professor rank), Finance (entry level - PhD in hand or near completion) and Industrial Relations (entry level PhD in hand or near completion). Successful candidates will have established a primary research program in one of the areas specified above, and have the ability to teach in that area at both the undergraduate and graduate levels. Start date: September, 1996 or at a mutually agreed upon time. In accordance with Canadian Immigration requirements, this announcement is directed to Canadian citizens and Permanent Residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All positions are subject to budgetary approval. Send curriculum vitae and the names of three referees to: Dr. Carolyne Smart, Chair, Appointments Committee, Faculty of Business Administration, Simon Fraser University, Burnaby, British Columbia V5A 1S6 Canada. The search will close January 12, 1996, or when positions are filled

CHEMISTRY

MCGILL UNIVERSITY — The Department of Chemistry, McGill University, will make a tenure track appointment in Organic Chemistry at the Assistant Professor level. Applicants should have a PhD degree and will normally have had postdoctoral or industrial experience. We seek candidates with an orientation towards organic synthesis. The successful applicant will be expected to teach at the undergraduate and graduate levels, supervise graduate research, and establish a vigorous research program. The Assistant Professor appointment has a minimum salary of $40,980 per annum. Review of applications will begin immediately and will continue until the position is filled in the Spring of 1996 with the latest starting date being September 1, 1996. Candidates should forward a curriculum vitae, a research proposal, and arrange to have at least three letters of recommendation sent to: Professor Ian S. Butler, Chair, Department of Chemistry, McGill University, 801 Sherbrooke St. West, Montreal, Quebec, Canada H3A 2K6. In accordance with the Canadian employment and immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada; however, applications from all outstanding candidates will be considered. McGill University is committed to equity in employment.

UNIVERSITY OF TORONTO — The Department of Chemistry, University of Toronto, invites applications for a tenure track position at the rank of Assistant Professor in Experimental Physical Chemistry or related areas, effective on or after July 1, 1996. (Subject to budgetary approval.) Applicants should possess a PhD in chemistry or related fields, a strong academic background and an excellent research record. The successful candidate will be expected to conduct an active and innovative research program and to teach at both the undergraduate and graduate level. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities. Applications will be accepted until December 31, 1995. Salary commensurate with experience. Applicants should provide a curriculum vitae and an outline of their proposed research, and should arrange to have three confidential letters of recommendation sent on their behalf to: Chair of Chemistry, Department of Chemistry, University of Toronto, 80 St. George Street, Room 150, Toronto, Ontario M5S 1A1.

UNIVERSITY OF TORONTO — The Department of Chemistry, University of Toronto, invites applications for a tenure track position at the rank of Assistant Professor in Organic Chemistry, effective on or after July 1, 1996. (Subject to budgetary approval.) Applicants should possess a PhD in organic chemistry or related fields, a strong academic background and an excellent research record. The successful candidate will be expected to conduct an active and innovative research program and to teach at both the undergraduate and graduate level. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Applications will be accepted until January 15th, 1996. Salary commensurate with experience. Applicants should provide a curriculum vitae and an outline of their proposed research, and should arrange to have three confidential letters of recommendation sent on their behalf to: Chair of Chemistry, Department of Chemistry, University of Toronto, 80 St. George Street, Room 150, Toronto, Ontario M5S 1A1.

UNIVERSITY OF TORONTO — The Department of Chemistry, University of Toronto, invites applications for a tenure track position at the rank of Assistant Professor or Physical Chemistry of Polymers or related areas, effective on or after July 1, 1996. Applicants should possess a PhD in chemistry, a strong academic background and an excellent research record. The successful candidate will be expected to conduct an active and innovative research program and to teach at both the undergraduate and graduate level. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Applications will be accepted until November 30, 1995. Salary commensurate with experience. Applicants should provide a curriculum vitae and an outline of their proposed research, and should arrange to have three confidential letters of recommendation sent on their behalf to: Chair of Chemistry, Department of Chemistry, University of Toronto, 80 St. George Street, Room 150, Toronto, Ontario M5S 1A1.

SIMON FRASER UNIVERSITY - The Department of Chemistry invites applications for a tenure-track faculty position at the Assistant Professor rank to commence September 1, 1996. The Department seeks candidates with a background in environmental chemistry to promote an excellent teaching program in that area. The successful candidate will be expected to develop a vigorous research program in environmental chemistry, or in a closely related area, supported by external funding. Applicants should send a complete resume, a proposal of research and a list of three individuals willing to act as referees with their addresses, telephone and/or fax numbers and, if possible, e-mail addresses to: Professor Ralph Kortzeling, Chair, Department of Chemistry, Simon Fraser University, Burnaby, BC Canada V5A 1S6, Fax: (604) 291-5424. Evaluation of applications will begin on December 4, 1995, but applications will be considered until the position is filled. Simon Fraser University is an equal opportunity employer and strongly encourages applications from women and minorities. In

UNIVERSITÉ YORK UNIVERSITY

Toronto, Canada

Tenure Track Appointments — 1996-97

York University, Faculty of Education and Faculty of Arts invite applications for a joint, (50/50) tenure-stream position:

Jewish Education/Jewish Studies
Teaching: Community and Adult Education

The Context:
The Faculty of Education offers innovative pre-service, professional development and graduate programs. The Faculty values collaboration and an interdisciplinary orientation to education in a multicultural framework. Its staffing approach encourages tenure-track faculty in Education to work with educators seconded from their schools and with colleagues from other academic departments across the University. The Jewish Teacher Education Program is located in the Faculty of Education. Faculty members work in collaboration with the Toronto Jewish schools, with the Toronto Board of Jewish Education, and with colleagues in related areas of the University.

The Faculty of Arts offers courses in many disciplines, as well as a large number of interdisciplinary courses and programs. The Jewish Studies Program includes courses in Humanities, Hebrew, History, Sociology, Psychology, Social Science, Women's Studies, and Film. Among its special interests are classical Judaism, Jewish thought, Canadian Jewry, and Sephardi Jewry.

The Candidate:
Candidates should have completed a doctorate in Jewish education or a related field of Jewish Studies and have knowledge of classical Judaism and complete fluency in contemporary spoken Hebrew. Candidates must present evidence of their ability to: establish a strong program of scholarly research in Jewish education; provide leadership and an example of excellence in undergraduate and graduate teaching in Jewish Education and in Jewish Studies; and in the supervision of student teachers; collaborate with colleagues in education and in Jewish Studies across the University; be actively involved in the field of Jewish education.

The Appointment:
While preference will be given to an appointment at the Assistant Professor level, initial rank and salary will be commensurate with qualifications and experience. The appointment would normally commence on July 1, 1996.

York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian Citizens and permanent residents of Canada.

Applications:
A detailed letter of application should speak of your qualifications and research in relation to the advertised position and to the context described above. Please submit your curriculum vitae, one sample of your scholarly writing, and the names and addresses of three or more potential referees to:

Deans George Fallis (Arts) and Stan Shapson (Education)
c/o Joint Selection Committee
S853 Ross Building, York University
4700 Keele Street, North York, Ontario M3J 1P3

Closing Date:
Applications, postmarked up to **January 5, 1996**, will be accepted.

Joint Chair in Women's Studies

UNIVERSITÉ D'OTTAWA
UNIVERSITY OF OTTAWA

CARLETON UNIVERSITY

Applications are invited for a term appointment for the position of Joint Chair in Women's Studies, to be held jointly at Carleton University and at the University of Ottawa for the academic semester beginning January 1, 1997. The Joint Chair in Women's Studies was established in 1985. This position offers the opportunity to work with Women's Studies colleagues in both academic and non-academic communities in the National Capital Region.

QUALIFICATIONS: PhD or equivalent experience; an active and established research programme in one of the following areas: Gender Science, Gender and African / Asian / Caribbean / or South American Studies or innovative interdisciplinary gender studies; teaching experience in women's studies; and competence in English and French at the level of fluency necessary for teaching and/or supervising research.

Activities to be undertaken by the Chair will depend on candidates' interests and proven strengths in teaching graduate or faculty seminars; research activities; participation in scholarly activities.

Salary commensurate with qualifications and experience.

Candidates are expected to view this appointment as an opportunity to explore innovative, feminist, interdisciplinary topics and are requested to describe potential projects in their letter of application.
APPLICATIONS: Letters of application, a curriculum vitae and the names of three referees should be sent to: Joint Chair Search Committee, c/o Dr. L.A. Copley, Vice-President (Academic), 601 Robertson Hall, Carleton University, 1125 Col. By Drive, Ottawa, Ontario K1S 5B6, or c/o Dr Bernard Philogène, Vice-Rector (Academic), 217 Tabaret Hall, University of Ottawa, 550 Cumberland, Ottawa, Ontario, K1N 6N5 by January 15, 1996.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Both Carleton University and the University of Ottawa have employment equity programmes and encourage applications from women, aboriginal peoples, persons with disabilities, and members of visible minorities. International candidates are encouraged to apply.

Chaire conjointe en études des femmes

Un concours est ouvert conjointement par l'Université d'Ottawa et l'Université Carleton en vue de pourvoir le poste de titulaire de la Chaire conjointe en Études des femmes. À l'issue de ce concours, on prévoit de pouvoir combler un mandat d'une session, à partir du 1er janvier 1997. La Chaire conjointe en Études des femmes a été créée en 1985. Ce poste offre à sa/son titulaire la possibilité d'oeuvrer, en milieu académique, en collaboration avec les programmes en Études des femmes des deux universités et au sein de la collectivité locale, dans la région de la capitale nationale.

QUALIFICATIONS: PhD ou expérience equivalente; programme de recherche actif et déjà établi dans l'un ou l'autre des domaines suivants : Science et rapports de sexes, Rapports de sexes et Études Africaines / Asiatiques / Antillaises / ou Latino-Américaines, ou des études innovatrices en Rapports de sexes dans une perspective interdisciplinaire; connaissance active de l'anglais et du français au niveau de compétence requis pour enseigner et / ou diriger des recherches.

Les activités de la Chaire dépendront des intérêts et capacités établis des candidates et candidats dans les domaines suivants : enseignement de séminaires pour les étudiantes et les étudiants diplômés et les membres des Facultés; recherche, participation à la vie académique.

Salaire conforme aux qualifications et à l'expérience.

Puisque l'orientation actuelle de la Chaire favorise l'exploration de questions originales, féministes et interdisciplinaires, les candidates et candidats sont invités à joindre une description des projets envisagés à leur lettre de présentation. La demande, un curriculum vitae ainsi que le nom de trois personnes capable de fournir une recommandation, doivent être envoyés à l'attention du Comité conjoint de sélection pour la Chaire, aux soins de M. Bernard Philogène, Vice-Recteur (Enseignement et Recherche), pavillon Tabaret (217), Université d'Ottawa, 550, rue Cumberland, Ottawa, Ontario, K1N 6N5 ou à M. L.A. Copley, Vice-président (Academic), Robertson Hall(601), 1125, chemin Col. By, Ottawa, Ontario, K1S 5B6 avant le dimanche 15 janvier, 1996.

Conformément aux exigences des services canadiens de l'immigration, cette annonce s'adresse aux citoyennes et citoyens canadiens et/ou aux immigrantes et immigrants reçus. Les universités concernées, Ottawa et Carleton, ont toutes deux un programme en matière d'équité d'emploi et encouragent les candidatures de femmes, d'autochtones, de personnes ayant un handicap et de membres des minorités visibles. Les candidatures en provenance de la communauté internationale sont également les bienvenues.

Queen's University at Kingston

Dean - Faculty of Applied Science

Queen's University invites applications or nominations for the position of Dean, Faculty of Applied Science. The appointment, effective July 1, 1996, will be for a five-year period and may be renewed.

Queen's University is situated in Kingston, an attractive and historic city with an area population of approximately 125,000. The city, roughly equidistant from Toronto, Ottawa and Montreal, enjoys an abundance of cultural and recreational activities. The University, which has a strong record of accomplishments in both teaching and scholarship, has an enrolment of 13,000 full-time and 4,000 part-time students, with approximately 1,000 faculty and 2,000 staff.

The successful candidate, who will provide academic leadership for the ten engineering programs, must have a significant record of scholarship and administrative experience in the applied sciences. The individual will be expected to provide strong leadership in the teaching and research programs of the Faculty and to play an important role in the development of linkages between the Faculty and industry. The Dean will report to the Vice-Principal (Academic) and as administrative head of one of the University's principal academic units will be involved in wider University affairs.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities.

Written nominations or applications for the position, accompanied, in the latter case, by a resume of qualifications and experience and names of three referees should be submitted by **December 1, 1995** to:

Dr. William C. Leggett
Principal and Vice-Chancellor
Office of the Principal
99 University Avenue
Queen's University
Kingston, Canada K7L 3N6.

accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The appointment is subject to final budgetary authorization.

CHILD DEVELOPMENT

THE UNIVERSITY OF MANITOBA — The Department of Family Studies at the University of Manitoba has a full-time tenure-track position available at the Assistant Professor level in the area of child development with an emphasis on infancy or the preschool years. The successful candidate may teach undergraduate and graduate courses in applied child studies with a focus on children with special needs. Applicants should be able to combine practicum supervision with an active program of research in child development. Additional interests in policy issues would be an asset. The successful applicant will have completed a doctorate by the time of the appointment and will have demonstrated strengths in teaching and research. The current salary range for this position is from $35,328 to $45,000. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. The University offers a smoke-free work environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents. Inquiries and applications, including complete curriculum vitae and names of three referees, should be sent to: John B. Bond, Jr., PhD, Chair of Selection Committee, Department of Family Studies, Faculty of Human Ecology, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. E-Mail: bond@ccumanitoba.ca, Fax: (204) 275-5299, Phone. (204) 474-8052. The appointment date is July 1, 1996. The closing date for receipt of applications is December 1, 1995.

COMPUTER SCIENCE

YORK UNIVERSITY — Faculty of Pure Applied Science, Department of Computer Science. Applications are invited for tenure-track and/or contractually-limited term positions at the assistant professor level. The Department plans to increase its overall strengths and has particular interest in areas such as computer and software systems, parallel processing and architecture, programming languages, databases but excellent candidates from other areas are encouraged to apply, as well. Applicants must have a recent doctoral degree in Computer Science and demonstrate strong potential for excellence in research and teaching, at both the graduate and undergraduate levels. The Department of Computer Science at York now numbers more than 25 faculty members, and has recently moved to expanded facilities in the new chemistry and Computer Science Building. York University is the third largest university in Canada. It is located in Metropolitan Toronto, and is within easy reach of downtown Toronto. For further information see http://www.cs.yorku.ca/. Applications, with CV and the names of four references should be sent to: Patrick Dymond, Chair, Department of Computer Science, CCB 126, Faculty of Pure and Applied Science, York University, North York, Ont. M3J 1P3. Applications should be received by December 31, 1995, although later applications received before February 15, 1996 may also be considered if positions are still available. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. All positions at York University are subject to budget approval.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Computer Science at the University of British Columbia invites applications for a tenure-track position of Instructor. As well as an outstanding teaching record, candidates should have experience in curriculum design and course development and in state-of-the-art teaching laboratories. A demonstrated commitment to teaching, as well as familiarity with current developments in the teaching of computer science, is essential. A PhD or equivalent in Computer Science is preferred. The position is available as of January 1, 1996. Salary will be commensurate with rank and experience. Applicants should submit their resume and the names of at least three references to: Dr. Nick Pippenger, Chair, Recruiting Committee, Department of Computer Science, University of British Columbia, Vancouver, B.C., V6T 1Z4. Applications will be accepted until November 30, 1995. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. The position is subject to available funding.

UNIVERSITY OF WATERLOO — Department of Computer Science. The University of Waterloo invites applications for one or more tenure-track faculty positions in Computer Science. Consideration will be given to applicants whose research interests lie within the area of artificial intelligence or who engage in experimentally focused research in one or more of the following areas: database systems, data structures design, distributed systems, operating systems, programming languages, or software engineering. The successful candidate is expected to develop a productive research program, to supervise graduate students and to teach graduate-level courses, to maintain a strong commitment to teaching undergraduate students, and to contribute to the administration of the Department. A PhD in Computer Science or equivalent is required, with evidence of outstanding research accomplishments or potential and evidence of excellence in teaching. Candidates at all levels of experience are encouraged to apply. Rank and salary will be commensurate with experience. The Department of Computer Science comprises over 40 full-time faculty members engaged in research and teaching covering a broad spectrum. The Department and its research laboratories are housed in the 300,000 sq. ft. William G. Davis Computer Research Centre. The Department is a key participant in Information Technology Research Centre (ITRC), a provincial Centre of Excellence that supports basic and applied research in information technology. For further information about the Department, please see http://math.uwaterloo.ca/cs_dept. Applications should include a curriculum vitae and the names of three references and should be directed to the chair: Professor Frank Tompa, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; fwtompa@uwaterloo.ca. The position commences during the 1996 calendar year, and applications will be accepted until January 15, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

COMPUTING

WILFRID LAURIER UNIVERSITY — Department of Physics and Computing. Applications are invited for one tenure-track faculty position in Computing, beginning July 1, 1996, subject to budgetary approval. The successful candidate will teach at the undergraduate level and pursue an active research program. As well as degree programs in Physics, the Department offers undergraduate degrees in computing with an emphasis on both software and hardware. Candidates with expertise in software will be preferred. The University is committed to employment equity policies, and welcomes applications from all qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Closing date for applications will be January 31, 1996. Applications, complete with a curriculum vitae and the names of three references, should be sent to: Dr. John Lit, Chair, Department of Physics and Computing, Wilfrid Laurier University, 75 University Ave. West, Waterloo, Ontario N2L 3C5.

CRIMINOLOGY

SIMON FRASER UNIVERSITY — The School of Criminology is inviting applications for two tenure-track positions at the Assistant Professor level which, subject to final budgetary approval, will be available from September 1, 1996. The School has a well-established undergraduate programme with more than 500 majors/minors. It also offers graduate programmes leading to the degrees of M.A., and PhD; there are approximately 60 students enrolled in these programmes. There are exceptional research opportunities which include access to Simon Fraser University's Criminology Research Centre, Institute for Studies in Criminal Justice Policy, Northern Conference Resource Centre, Feminist Institute for Studies on Law and Society, the International Centre for Criminal Law Reform and Criminal Justice Policy, and the Mental Health Law and Policy Institute. The teaching faculty is multidisciplinary and, at present, consists of 23 members. Qualifications: PhD in a social or behavioural science discipline or LL.M. or equivalent, with demonstrated research and teaching abilities. The Appointments Committee will consider applications from ABDs with exceptional qualifications. Note: Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified applicants. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This position is subject to final budgetary authorization. Duties: To undertake research and to conduct courses in criminology. Date: The successful candidate may commence duties on 1st September, 1996. Salary: Dependent upon qualifications and experience. Applications: Applications will be accepted until December 15, 1995. Applications will be treated in confidence and should be sent, together with a curriculum vitae and the names and addresses of at least three (3) referees, to: Professor Neil Boyd, Director, School of Criminology, Simon Fraser University, Burnaby, B.C. V5A 1S6 (Tel (604) 291-4305; Fax(604) 291-4140).

DENTISTRY

MCGILL UNIVERSITY — Systems Neurophysiology/Pain. Applications are invited for a full-time tenure-track position to be held jointly between the Department of Physiology, Faculty of Medicine, and the Faculty of Dentistry. The successful applicant will be a system neurophysiologist with established expertise in pain research who will be expected to establish a successful research program and to contribute to the development of a multidisciplinary research initiative. Responsibilities will also include teaching medical and dental students. Rank and salary will be commensurate with experience. Applications must be received by December 15, 1995. The appointment will commence as soon as a suitable candidate is found. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McGill University is committed to equity in employment. Please forward a curriculum vitae and the names of three referees to: Dr. P.B. Noble, Department of Oral Biology, Faculty of Dentistry, McGill University, 3640 University Street, Montreal, QC H3A 2B2.

MCGILL UNIVERSITY — Faculty of Dentistry. Applications are invited for a full-time tenure track position in Restorative Dentistry. Candidates should hold an M.Sc. or PhD degree in a relevant discipline and be licensed or eligible for licensure in Quebec. The successful candidate will be expected to play a leadership role in clinical teaching and research. Rank and salary will be commensurate with experience. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University is committed to equity in employment. Applications must be received by January 30, 1996. A curriculum vitae and the names of 3 referees should be sent to: Dr. I.S. Fenn, McGill University, Faculty of Dentistry, 3640 University Street, Montreal, QC H3A 2B2.

DRAMA

UNIVERSITY OF TORONTO, Graduate Centre for Study of Drama, and the Division of Humanities, Erindale Campus, invites applications for a tenure-stream position in Drama/Theatre History at the level of Assistant Professor to commence July 1, 1996, subject to budgetary approval. The minimum salary for this rank for 1995-96 is $38,200. Demonstrated excellence in research and teaching is sought. Preference will be given to applicants with research interests in Eighteenth- to Twentieth-Century English Drama/Theatre History and Feminist Criticism. Since the position also carries with it the responsibility for co-ordinating the academic half of the joint Erindale-Sheridan Theatre and Drama Studies Programme, evidence of experience relevant to the administration of such a mixed academic and practical programme is required. Candidates should have a PhD in Drama/Theatre History on appointment. The successful candidate should be prepared to teach undergraduate courses at the Erindale Campus, and graduate courses in the Graduate Centre for Study of Drama. Candidates should submit by December 18, 1995 a current curriculum vitae, samples of scholarly work, and teaching portfolio, and should arrange to have at least three letters of recommendation sent directly to Professor Colin Visser, Director, Graduate Centre for Study of Drama, University of Toronto, Toronto, Ontario, M5S 1A1. The University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities in accordance with Canadian immigration requirements. This advertisement is directed to Canadian citizens and permanent residents.

ECONOMICS

UNIVERSITY OF GUELPH — The Department of Economics seeks to fill a tenure-track position at the Assistant Professor level for August 1, 1996 in the area of resource and environmental economics. Applicants should have a completed PhD. The successful candidate must demonstrate the ability to teach well and to pursue a well-structured programme of high-quality research leading to publications in leading journals. The successful candidate will teach at the undergraduate and graduate levels. At the graduate level there will be particular stress on the PhD programme in resource and environmental economics. The position is subject to budgetary approval. The University of Guelph is committed to an employment equity programme that includes special measures to achieve diversity among its faculty and staff. We therefore encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women. Curriculum vitae, samples of the candidate's scholarly writing, and the names of three referees should be submitted by December 15, 1995 to Professor L.N. Christofides, Chair, Department of Economics, University of Guelph, Guelph, Ontario, Canada, N1G 2W1.

THE KING'S UNIVERSITY COLLEGE, a Christian liberal arts college offering 3- and 4-year B.A. and B.Sc. degrees and 2-year after degree B.Ed., is inviting applications from women and men for a full-time, tenure-track vacancy in economics. This position is not restricted to any particular area of economics and will involve teaching basic economics courses in an undergraduate curriculum, such as foundations of economics and micro- and macro-economics. The position will also be in support of a new program in environmental studies, and the successful candidate should be able to demonstrate the relationship between her or his area of expertise and this new program, in such areas as economic development, economic thought, economic policy and administration, environmental economics, resources economics, or ecological economics. A doctorate is required as well as agreement with the College's Christian Statement of Faith. Starting date: July 1, 1996. Deadline: January 31, 1996, or when filled. Send application letter, curriculum vitae, copies of transcripts, and three letters of reference to Dr. S. Keith Ward, Vice President Academic, The King's University College, 9125-50 St., Edmonton, Alberta, T6B 2H3. Tel: (403) 465-3500 Fax: (403) 465-3534. E-mail: skward@KingsU.ab.ca. The King's University College is an equal opportunity employer, but in accordance with Canadian employment and immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

QUEEN'S UNIVERSITY — The Department of Economics at Queen's University expects to have an entry-level tenure track faculty position beginning in 1996/97. Candidates should have a PhD completed or near completion and have excellent qualifications for research and teaching. Most fields of specialization will be considered, but of special interest are: macroeconomics, international economics, and macroeconometrics. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme, welcomes diversity in the work place and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities, and visible minorities. To apply, send an e-mail message requesting application information to Professor Beverly Lapham at recruit@qed.econ.queensu.ca. We will reply with complete application information and an electronic application form. Applicants who do not have access to e-mail should send a letter of application, curriculum vitae, three letters of reference, and copies of research papers to Professor Beverly Lapham, Recruiting Chair, Department of Economics, Queen's University, Kingston, Ontario K7L 3N6. Applications must be received by December 1, 1995. Applicants are also encouraged to visit our World Wide Web site http://qed.econ.queensu.ca/recruit.

QUEEN'S UNIVERSITY — The Department of Economics at Queen's University expects to have an entry-level tenure track faculty position beginning in 1996/97. Candidates should have a PhD completed or near completion and have excellent qualifications for research and teaching. Most fields of specialization will be considered, but of special interest are: applied microeconomics and environmental economics. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme, welcomes diversity in the work place and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities, and visible

---

Simon Fraser University
Assistant Professor of Genetics

Applicants are sought for a full-time, tenure-track position in an area of Genetics. Applicants will be expected to establish a competitive research program using genetic analysis on a model system. Suitable areas of research include, but are not limited to, genome structure and function, genetics of development, neurogenesis, signal transduction and cellular processes. Teaching obligations will include undergraduate courses in genetics or cell biology and upper division and graduate teaching in the applicant's area of expertise. A PhD and relevant postdoctoral experience is required. Applicants should send curriculum vitae, statement of research interests, up to five reprints, and the names and addresses of three referees to: **Genetics Search Committee, Department of Biological Sciences, Simon Fraser University, Burnaby, BC V5A 1S6, Canada.** Applications should be received by **December 15, 1995.** All positions are subject to budgetary authorization.

In accordance with Canadian immigration requirements, this ad is directed in the first instance to Canadian citizens and permanent residents of Canada.

Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants

---

University of Alberta
Edmonton

Chair, Department of Pediatrics
Faculty of Medicine

The Faculty of Medicine, University of Alberta invites applications to a full-time academic tenured position as the Chair of the Department of Pediatrics. The Chair must be clinically qualified and be eligible for licensure in the province of Alberta. The candidate must have strong leadership qualities and the necessary experience to stimulate research programs spanning the basic and clinical arenas. The successful candidate will be responsible for the undergraduate and postgraduate training programs which are coordinated throughout the Region. Consideration will also be given to the appointment of the Chair of Pediatrics as the Regional Program Director for Children's Health under the auspices of the Capital Health Authority.

The Alberta Heritage Foundation for Medical Research provides an ideal opportunity to attract outstanding investigators and to develop new programs in basic, clinical and health services research. The department has strong clinical programs including general pediatrics as well as most of the sub-specialty areas that relate to pediatrics.

The start date for this position is July 1, 1996. Interested candidates should submit a curriculum vitae including their current research interests and proposed future directions together with the names and addresses of three referees by December 15, 1995 to:

Dr. D. Lorne J. Tyrrell, Dean
Faculty of Medicine
University of Alberta
212 WC Mackenzie Health Sciences Centre
Edmonton, Alberta
T6G 2R7

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

President & Vice-Chancellor

Carleton UNIVERSITY

Carleton University invites applications and nominations for the position of President and Vice-Chancellor.

Carleton University is a national university dedicated to achieving the highest standards of scholarship in research and teaching. It is enriched by its location in the Capital of Canada, by its traditions of equity and civility, and by its partnerships with leading Canadian and international institutions. Carleton was founded in 1942 as a non-denominational, private, co-educational college, and grants degrees through five Faculties: Arts, Engineering, Science, Social Sciences, and Graduate Studies and Research. Serving approximately 22,500 full- and part-time students, the University offers undergraduate liberal education, as well as graduate education instruction leading to the Master's degree in some 38 fields and the doctorate in 16 fields; specialized research is carried out in more than 82 organized research centres.

The President and Vice-Chancellor is the chief executive officer of the University, an ex-officio member of the Board of Governors, and Chair of Senate. The successful candidate will be an individual with exceptional leadership qualities who possesses appropriate intellectual credentials, extensive administrative experience in a comparable environment of significant size and complexity, and a thorough grasp of contemporary issues in post-secondary education. The starting date for this appointment is August 1, 1996.

Applications and nominations should include a brief outline of the qualifications and accomplishments on the basis of which the individual merits consideration. All documentation will be treated confidentially and should be submitted to the address shown below.

Carleton University encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and people with disabilities. This advertisement is directed to Canadian citizens and permanent residents.

Janet Wright and Associates Inc.
21 Bedford Road, Suite 100
Toronto, Ontario M5R 2J9 Fax: (416) 923-8311

Janet Wright & Associates Inc.

ANNONCES CLASSÉES

minorities. To apply, send an e-mail message requesting application information to Professor Beverly Lapham at recruit@qed.econ.queensu.ca. We will reply with complete application information and an electronic application form. Applicants who do not have access to e-mail should send a letter of application, curriculum vitae, three lettecl of reference, and copies of research papers to Professor Beverly Lapham, Recruiting Chair, Department of Economics, Queen's University, Kingston, Ontario K7L 3N6. Applications must be received by December 1, 1995. Applicants are also encouraged to visit our World Wide Web site http://qed.econ.queensu.ca/recruit.

UNIVERSITY OF TORONTO — Economics. The Division of Management and Economics, Scarborough Campus, University of Toronto is recruiting a tenure stream appointment at the assistant professor level in international economics. Duties include undergraduate teaching at the Scarborough Campus, where an ability to teach undergraduate macroeconomics in addition to international economics would be desirable, graduate teaching in the Department of Economics, St. George Campus and research. Candidates should have a PhD or equivalent, with evidence of excellence in teaching and research. Salary commensurate with qualifications. Interested candidates should send curriculum vitae, names of 3 referees, and evidence of scholarly and teaching ability to Professor S. Borins, Chair, Division of Management and Economics, Scarborough Campus, University of Toronto, 1265 Military Trail, Scarborough, Ontario, Canada M1C 1A4. Deadline for applications is December 15, 1995. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal people, and people with disabilities.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Department of Economics invites applications for one tenure-track position and one two-year term appointment beginning September, 1996, at the rank of Assistant Professor. Applicants for the tenure-track position will also be considered for the term appointment unless they indicate otherwise. The Department requires individuals whose fields of specialization include natural resource economics and/or public sector economics. Applicants should have completed or be close to completing a PhD in economics and be able to contribute to the Department's new masters programme, which is planned for September 1996. A research programme, publications and previous teaching experience are desirable. The positions are subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Memorial University is committed to employment equity. Applications with curriculum vitae and the names of three referees should be sent by December 31, 1995, to: Dr. Eugene Tsui, Head, Department of Economics, Memorial University of Newfoundland, St. John's, NF, A1C 5S7.

UNIVERSITÉ LAVAL — Le Département d'économique de l'Université Laval cherche à combler plusieurs postes de professeurs, professeures pour exercer les fonctions suivantes: Enseigner et encadrer les étudiants au niveau du baccalauréat, de la maîtrise et du doctorat dans les cours de base (micro-économie, macro-économie ou économétrie) ainsi que dans au moins un domaine de spécialisation; Faire de la recherche en économique pour fins de publication dans les revues scientifiques; Participer aux autres aspects de la vie interne et externe du département. Exigences: Tous les niveaux d'expérience seront considérés. Cependant le doctorat doit être complété ou sur le point de l'être. Toute bonne candidature sera considérée, quels que soient les champs de spécialisation. Toutefois, la priorité sera donnée aux candidatures en économe internationale, économie de l'environnement, économétrie, Théorie économique, Macro-économie et Micro-économie appliquées. Le Département d'économique étant responsable de l'enseignement et de la recherche en science économique dans le cadre à la fois de programmes relevant de la Faculté des sciences sociales et de programmes relevant de la Faculté des sciences de l'administration, les personnes choisies pourront être appelées à enseigner et à encadrer la clientèle étudiante dans les programmes de l'une et l'autre de ces facultés. Les personnes choisies devront démontrer des aptitudes pour chacune des fonctions reliées au poste. Conditions: Selon la convention collective en vigueur. En vertu de son Programme d'accès à l'égalité, l'Université Laval entend consacrer la moitié de ses postes vacants à l'engagement de femmes. En accord avec les exigences du Ministère de l'immigration du Canada, cette offre est destinée en priorité aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents du Canada. Date d'entrée en fonctions: Le 1er juin 1996. Date limite de réception des candidatures: Le 21 décembre 1995. Faire parvenir votre candidature à: Professeur Gérard Gaudet, directeur, Département d'économique, Pavillon J.-A. De Seve, Université Laval, Québec, (Québec), Canada - G1K 7P4, Téléphone: (418)656-7802, Télécopieur:(418)656-2707, Internet: gerard_gaudet@ecn.ulaval.ca.

UNIVERSITY OF TORONTO — Assistant Professors of Economics. Tenure Stream Appointments. The field preference is Economic Theory. PhD degree or equivalent with solid training in applied econometrics, as well as in the field of specialization. Appointments effective July 1, 1996; salaries commensurate with qualifications. Interested candidates should write by November 13, 1995, providing a curriculum vitae and the names of three referees to: Professor M. Denny, Chair, Recruiting Committee, Department of Economics, 150 St. George Street, University of Toronto, Toronto, Ontario M5S 1A1 Canada. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF TORONTO — Assistant Professors of Economics. Tenure Stream Appointments. While appointments may be made in any field, field preferences include Economic Theory, Empirical Industrial Organization, International Economics, Macroeconomics, Applied Micro and Public Economics. PhD Degree or equivalent with solid training in economic theory and applied econometrics, as well as in the field of specialization required. Appointments effective July 1, 1996; salaries commensurate with qualifications. Interested candidates should write by December 15, 1995, providing a curriculum vitae and the names of three referees to: Professor M. Denny, Chair, Recruiting Committee, Department of Economics, 150 St. George Street, University of Toronto, Toronto, Ontario M5S 1A1 Canada. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

THE UNIVERSITY OF ALBERTA, Department of Economics has an opening for a tenure-track appointment at the assistant or associate professor level, commencing July 1, 1996. The Department is seeking candidates with a specialization in microeconomic theory with concentration in information economics, decision theory, game theory and/or economics of organizations. Entry level applicants are expected to have a PhD (or be close to completion) and they should display promise of quality teaching and research. Candidates at the associate level are expected to have well established teaching and research credentials. Salary commensurate with qualifications and competitive with other Canadian institutions. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send applications (including complete curriculum vitae, graduate school transcripts, names of three references who have been asked to send confidential letters of assessment) to Melville McMillan, Chair, Department of Economics, University of Alberta, Edmonton, Alberta, T6G 2H4 by December 15, 1995. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, person with disabilities, and members of visible minorities.

EDUCATION

MOUNT SAINT VINCENT UNIVERSITY — Department of Education. Applications are invited for two full-time, tenure-stream appointments, at the Assistant Professor level beginning July 1, 1996. Candidates should have a PhD in an appropriate field and experience in teaching applicable courses at the pre-service, in-service and graduate levels. Adult Education: Candidates should be versed in contemporary social theory (including critical theory, cultural studies, post-modern theory) and appreciate complexities of Adult Education as a social and cultural practice. Professional and academic connections to the community and to the broader field of Adult Education are required. Responsibilities include undergraduate teaching, graduate teaching and supervision, and research. Inclusive Classroom Practices/Therapy: Experience is required in teaching courses in therapeutic approaches to intervention with children and youth and classroom organization and management. Candidates should be registered or eligible for registration as a psychologist in Nova Scotia and have demonstrated research ability; experience at the elementary or secondary level an asset. Responsibilities include supervision of practicum of school psychology and related areas; graduate teaching and supervision, and research. Salary and benefits are in accordance with the Mount Saint Vincent Collective Agreement; appointment is subject to final budgetary approval. Applications, accompanied by a curriculum vitae and the names of three referees, should be sent by December 1, 1995 to Dr. Rosemarie Sampson, Dean of Professional Studies, Mount Saint Vincent University, 166 Bedford Highway, Halifax, Nova Scotia, B3M 2J6. Applicants should be sensitive to the Mount's mission as a university dedicated primarily to the education of women. Mount Saint Vincent University is committed to employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF WINNIPEG — The Bachelor of Education Program at The University of Winnipeg invites applications from qualified women and men for two tenure track positions at the assistant or associate professor level. This integrated B.Ed. program, located within the Faculty of Arts and Sciences, stresses an interdisciplinary and collaborative approach to teacher education. Candidates must possess expertise in one or more of the following areas: mathematics, science or information technology education. Special consideration will also be given to candidates with expertise in pedagogy and teacher education program development. Applicants must have a doctoral degree (or be in the final stages of a dissertation). Applications should also provide evidence of research competence and interest. Teaching experience at the early (K-4), middle (5-8) or senior (9-12) levels as well as at the post-secondary level is required. Subject to budgetary approval, these appointments are effective July 1st, 1996. Salary commensurate with qualifications and experience. Duties will include teaching undergraduates in the B.Ed. program, working with practitioners and maintaining an active research program. In accordance with Canadian Immigration requirements, first preference must be given to Canadian citizens and permanent residents. Interested candidates should, by February 1st, 1996, send a curriculum vitae and the names of three referees to: Dr. Annabelle Mays, Director of Education, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E9.

ENDOCRINOLOGY & METABOLISM

DALHOUSIE UNIVERSITY — Academic endocrinologist: NS - The Department of Medicine, Dalhousie University, is seeking an academic endocrinologist. This is a permanent, full time position, initially for a limited term, for an individual with clinical, teaching and research skills. Candidates must have completed specialty training in Internal Medicine and Endocrinology and Metabolism. Certification in Internal Medicine, or equivalent, is required and in Endocrinology and Metabolism by the Royal College of Physicians and Surgeons of Canada is preferred. The candidate will participate in both undergraduate and postgraduate training of students as well as develop a research program. The individual should be eligible to register as a specialist with the Provincial Medical Board of Nova Scotia. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Women, Aboriginal Peoples, Racial Minorities and Persons with Disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send correspondence to Dr. M.H. Tan, Head, Division of Endocrinology and Metabolism, Dalhousie University, 5303 Morris St., Ste. 910, Halifax, Nova Scotia, Canada B3J 1B6. Closing date for receipt of applications is 31 December 1995.

ENGINEERING

UNIVERSITY OF ALBERTA — Department of Chemical Engineering. Applications are invited for up to three tenurable faculty positions at the assistant professor level. The positions will be available July 1, 1996 with an annual salary in the $45,000 to $55,000 range. Candidates must either hold a PhD in Chemical Engineering or expect to receive one before July 1, 1996. We are interested in high-quality candidates in any area of chemical engineering, but our current needs are in thermodynamics, colloids, catalysis, and process control with applications in oil sands processing, pulp and paper, polymers, and petrochemicals. The successful candidates will be expected to establish a viable and productive research program, and teach both graduate and undergraduate courses. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. A resume, the names of three references, and a statement of current and future research interests should be sent to: Dr. S.E. Wanke, Chair, Department of Chemical Engineering, University of Alberta, Edmonton, Alberta, Canada T6G 2G6. Applications are requested prior to February 9, 1996. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities

ENGLISH

UNIVERSITY OF OTTAWA — The Department of English of the University of Ottawa announces the opening of two full-time, tenure track positions at the Assistant Professor level, starting July 1st 1996. Areas of interest: Postcolonial, Old English, and Canadian. Qualifications include a completed PhD and demonstrated strength in teaching and publication. Salary is commensurate with qualifications and experience, and in keeping with the University's Collective Agreement. The University of Ottawa is committed to an employment equity programme and strongly encourages applications from women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae and have three letters of reference forwarded before November 15th 1995 to: Dr. Camille La Bossière, Chair, Department of English, University of Ottawa, Ottawa, Ontario, Canada K1N 6N5.

UNIVERSITY OF NEW BRUNSWICK — The Department of English at the University of New Brunswick in Fredericton invites applications for a probationary tenure-track position at the rank of Assistant Professor, effective 1 July 1996 and subject to final budgetary approval. Candidates whose specialty is in Eighteenth Century Poetry and Prose are encouraged to apply. Applications should hold a PhD or its equivalent. Interested individuals should ask three referees to send letters and should themselves forward a letter of application, a detailed curriculum vitae, and a transcript of academic record to: Dr. Roger Ploude, Chair, Department of English, The University of New Brunswick, P.O. Box 4400, Fredericton, NB, Canada E3B 5A3. The deadline for applications is 1 December 1995. In accordance with Canadian immigration requirements, this announcement is directed to Canadian citizens and permanent residents of Canada only. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK — The Department of English at the University of New Brunswick in Fredericton invites applications for a probationary tenure-track position in Creative Writing at the Rank of Assistant Professor, effective 1 July 1996 and subject to final budgetary approval. In addition to teaching literature courses at undergraduate and graduate levels, the successful candidate will be expected to teach Creative Writing at both levels and to supervise graduate students in the creative writing program. Preference will be given to candidates who hold the PhD in any area of Literature in English. Interested individuals should ask three referees to send letters and should themselves forward a letter of application, a detailed curriculum vitae, and a transcript of academic record to: Dr. Roger Ploude, Chair, Department of English, The University of New Brunswick, P.O. Box 4400, Fredericton, NB, Canada E3B 5A3. The deadline for applications is 1 December 1995. In accordance with Canadian immigration requirements, this announcement is directed to Canadian citizens and permanent residents of Canada only. The University of New Brunswick is committed to the principle of employment equity

ENVIRONMENT & RESOURCE STUDIES

UNIVERSITY OF WATERLOO - Environment & Resource Studies. Applications are being accepted for a twelve-month definite-term appointment at the Assistant Professor level in the Department of Environment and Resource Studies, University of Waterloo. There is the possibility, subject to availability of funds, that the appointment could be renewed. The Department may explore a secondment from another organization for the period of the definite term appointment. The successful candidate will have a doctorate in a field that is relevant to the transdisciplinary ERS approach to environmental studies. Experience working outside of an academic setting is highly desirable, as are evidence of commitment to teaching excellence and demonstrated research ability. Skills in linking to and networking with governmental, private-sector and other organizations outside of the university would be an asset. We are seeking candidates with the following profiles: 1) Ecology, combining field analyses and related policy development; 2) Ecological economics; 3) Environmental governance. Further details are available from the department Chair. Salary range commensurate with qualifications and experience. Appointment to begin July 1, 1996. The closing date for applications is February 29, 1996; and decisions will be made shortly thereafter. Applications consisting of a curriculum vitae, names and addresses of three referees, and a statement of teaching and research interests should be sent to S.C. Lerner, Chair, Department of Environment and Resource Studies, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This position is subject to availability of funds.

FILM STUDIES

QUEEN'S UNIVERSITY. The Department of Film Studies invites applications for a tenure-track appointment at the rank of Assistant Professor, to start 1 July 1996. Applicants should demonstrate substantial achievement or exceptional promise as a scholar and teacher of feminist studies in film, media, and culture. Interdisciplinary approaches and research with an international orientation are desirable. A candidate's research may concern a subject such as film and aboriginal cultures, television, advertising, or multimedia. Teaching responsibilities will include courses across a range of subjects in the undergraduate programs offered by the Department. Applicants should hold or be near completion of a PhD (or equivalent) in Film Studies or a closely related field of study. Salary will reflect qualifications and experience. Applicants should send, by 2 January 1996, a letter of application, curriculum vitae and publications list, samples of scholarly writing, teaching dossier (if available), and the names of three referees to: Dr. Blaine Allan, Head, Department of Film Studies, Queen's

RESEARCH ASSOCIATE

The Elliot Lake Tracking and Adjustment Study at Laurentian University is seeking to fill the position of research associate for a term position to November 30, 1997.

An MA and experience in applied research, with a broad knowledge of quantitative methods and software for statistics and econometrics is required. A specialization in Labour Economics or a field related to Human Resources is preferred.

The associate will work with a team of social scientists developing and analyzing data from an ongoing longitudinal study of the social and economic impact of mass layoffs. She will participate in instrument development, data collection and analysis, report writing, and may co-author papers with other members of the research team.

Salary for the position is between $30,000 and $40,000 per annum plus full university benefits. The position is based on the Laurentian University campus but will require some travel to Elliot Lake. The ability to communicate in both French and English is an asset.

This position will begin as soon as possible.

Laurentian University is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities, and persons with disabilities.

Resumes should be sent to: **Patrick Barnholden, Project Administrator, Elliot Lake Tracking and Adjustment Study, Laurentian University, Ramsey Lake Road, Sudbury, Ontario P3E 2C6.**

President
University of New Brunswick

The University of New Brunswick invites applications and naminations for the pasition af President and Vice-Chancellor. The appointment begins 1 July 1996.

Large enaugh la affer a braad array of educational aptions yet small enough la provide an intimate learning enviranment that encaurages personal grawth, UNB delivers undergraduate and graduate programs lo approximately 12,500 full- and part-time students, with Faculties of Administration, Arts, Compuler Science, Educatian, Engineering, Farestry and Enviranmental Managemenl, Law, Nursing, Physical Education and Recreation, and Science on its Fredericlon campus and Facullies of Arts, Business, and Science, Applied Science and Engineering an the Saint Jahn campus. Fourteen externally funded chairs and a host of dedicated research units are part of a vigarous research pragram having a particular facus an partnerships with government and the private sector. UNB in recenl years has consistently met its balanced aperating budget targels and enjoys a strang financial pasitian. Expansion of internationl linkages continues ta be a priority.

The President and Vice-Chancellar is the chief executive afficer, a member af the Baard af Gavernars and Chair af the Senates. The successful candidate will have strang leadership qualities, significant administrative experience and accomplishments, a thorough grasp af issues in past-secandary education, and the ability ta wark callegially and effectively with the University cammunity and with alumni, gavernments, and ather external constituencies.

This advertisement is directed la Canadian citizens and permanent residents. The University af New Brunswick is cammitted la the principle af emplayment equity. Applicatians and naminations may be made in canfidence to the address shawn at left. The applicatian deadline is 1 December 1995 ar until the position is filled.

The LANDMARK Consulting Group Inc.

1455 Lakeshore Road
Suite 206-S
Burlington, Ontario
L7S 2J1
Fax (905) 634-1882

University of Alberta
Edmonton

Chair, Department of Oncology
Faculty of Medicine

The University of Alberta recently approved the establishment of the Department of Oncology, and the Faculty of Medicine now invites applications to a full-time academic tenured position as Chair of the department. The successful candidate will hold either a MD and/or PhD degree and, if the candidate is clinically qualified, must be eligible for licensure in the province of Alberta. The candidate must have strong leadership and management skills. Responsibilities include the encouragement of exemplary clinical and educational programs for the undergraduate, graduate and postgraduate training programs, and the necessary experience to stimulate research programs spanning the basic and clinical arenas. The principal site for the Department of Oncology is at the Cross Cancer Institute, which has its own Director who is responsible to the Alberta Cancer Board for the clinical activities of the Institute.

The starting date for the position is July 1, 1996. Interested candidates may submit a curriculum vitae including their current research interests and proposed future directions together with the names of addresses of three referees by December 15, 1995 to:

Dr. D. Lorne J. Tyrrell, Dean
Faculty of Medicine
University of Alberta
2J2 WC Mackenzie Health Sciences Centre
Edmonton, Alberta
T6G 2R7

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

CLASSIFIEDS

University, Kingston, Ontario K7L 3N6. For further information about the programs and activities of the Department of Film Studies, applicants may wish to consult the department's WWW site (http://www.film.queensu.ca/). In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Queen's University has an employment-equity program and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities, and members of visible minorities.

FINANCE

CONCORDIA UNIVERSITY — The Department of Finance at Concordia University is seeking qualified applicants for two tenure-track positions at the ranks of Assistant Professor and Associate (or higher) Professor of Finance starting June 1, 1996. The primary area of interest is Corporate Finance, but other areas will also be considered. For appointment, preference will be given to candidates who have strong orientation to academic research and provide evidence of excellent teaching. Successful candidates will be responsible for teaching courses at the Undergraduate, MBA, M.Sc., and PhD levels. Teaching in the Executive MBA and Airline MBA Programs is also encouraged. Teaching load is low and carried over 26 weeks per academic year. Salaries are competitive and depend on research record, and experience. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority in accordance with Canadian immigration and employment requirements, this advertisement is directed to Canadian citizens and permanent residents. Contact: Dr. A. Jalilvand, Chair, Department of Finance, Concordia University, 1455 de Maisonneuve Blvd W., Montreal, Quebec H3G 1M8 Canada (514) 848-2790 or 848-2793.

FINE ART

UNIVERSITY OF TORONTO, Department of Fine Art at the Erindale Campus, invites applications for a tenure-stream position in the Art of the European Renaissance at the level of Assistant Professor to commence July 1, 1996, subject to budgetary approval. The minimum salary for 1996-97 is $38,200. Demonstrated excellence in research and teaching is sought. Preference will be given to research in Italian Renaissance Art, capable of teaching courses in Renaissance and Baroque art, with an interest in recent Critical Theory. PhD required on appointment. The successful candidate will teach undergraduate courses at the Erindale Campus, and in due course graduate courses in the Graduate Department of the History of Art. Candidates should submit by December 18, 1995, a current curriculum vitae, samples of scholarly work, and teaching portfolio, and should arrange to have at least three letters of recommendation sent directly to Professor Philip Sohm, Chair, Department of Fine Art/History of Art, University of Toronto, Toronto, Ontario, M5S 1A1. The University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities.

UNIVERSITY OF TORONTO, Department of Fine Art at the Erindale Campus, invites applications for a tenure-stream position in Medieval Art at the level of Assistant Professor to commence July 1, 1996, subject to budgetary approval. The minimum salary for 1996-97 is $38,200. Demonstrated excellence in research and teaching is sought. An interest in recent critical Theory is an asset. PhD required on appointment. The successful candidate will teach undergraduate courses at the Erindale Campus, and in due course graduate courses in the Graduate Department of the History of Art. Candidates should submit by December 18, 1995, a current curriculum vitae, samples of scholarly work, and teaching portfolio, and should arrange to have at least three letters of recommendation sent directly to Professor Margaret Miles, Chair, Department of Fine Art/History of Art, University of Toronto, Toronto, Ontario, M5S 1A1. The University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities.

FOODS & NUTRITION

UNIVERSITY OF MANITOBA — Department of Foods and Nutrition. Applications are invited for a tenure-stream appointment at the Assistant Professor level, commencing July 1, 1996. A PhD in human nutrition or a related discipline, and eligibility for membership in The Canadian Dietetic Association are required. Preference will be given candidates having clinical or dietetic experience. The successful candidate must be committed to the dietetics profession and is expected to contribute to the undergraduate program by teaching courses in clinical nutrition and dietetics. Likewise, the successful candidate will be expected to develop an active, independent, practice-based research program that is externally funded. The current salary range for this position is $35,328 to $45,575. The University of Manitoba encourages applications from qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke free environment save for specifically designated areas. In accordance with Canadian immigration requirements, this advertisement is directed at Canadian citizens and permanent residents. The closing date for receipt of applications is January 31, 1996. Applicants should send a curriculum vitae, transcripts and research objectives, and request that three confidential letters of recommendation be sent to: Di Bruce E. McDonald, Acting Head, Department of Foods and Nutrition, University of Manitoba, Winnipeg, MB Canada R3T 2N2. Tel:204-474-8076, Fax:204-261-0372; E-mail: mcdonald@bldghumec.lan1.umanitoba.ca.

FORESTRY & ENVIRONMENTAL MANAGEMENT

UNIVERSITY OF NEW BRUNSWICK — The Faculty of Forestry and Environmental Management invites applications for a full-time tenure track position in Wildlife Ecology and Management at the Assistant Professor level, beginning July 1, 1996 subject to budgetary approval. A PhD or equivalent experience is required. The successful candidate will have a background in wildlife habitat and habitat-population relationships within a landscape and biodiversity perspective, and be oriented towards the conservation and management of wildlife populations in disturbed environments. The Faculty offers two accredited Bachelor's degrees in Forest Engineering and Forest Ecosystem Management, several minors within these programs, including Wildlife, two types of Master's degree (ME, MFE, and MScF, MScFE), and the PhD. The Faculty is committed to a learning environment that leads to high professional competence through emphasis on the supporting sciences, development of management capabilities, and the acquisition of cognitive and people skills. Our curriculum is also unique in that our students are able to acquire professional wildlife biology certification upon graduation. The successful applicant will be involved in the design and delivery of undergraduate and graduate courses (often within a team environment), in the supervision of graduate students, and in the conduct of a strong research and development program. Applications, including a curriculum vitae and names of three referees, should be submitted to: Dr. I.R. Methven, Dean, Faculty of Forestry and Environmental Management, University of New Brunswick, PO Box 44555, Fredericton, NB, Canada E3B 6C2. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

FRENCH

UNIVERSITÉ DE TORONTO — Le Département d'études françaises de l'Université de Toronto sollicite des candidatures pour un poste de professeur(e) adjoint(e) en littérature du XVIIIe siècle menant à la permanence (sous réserve d'approbation budgétaire). Description du poste: Enseignement de littérature et de langue françaises au premier cycle; enseignement aux 2e et 3e cycles; encadrement des étudiant(e)s; engagement dans la recherche; participation aux comités du collège ou vous serez affecté(e) et du département. Exigences: doctorat en études littéraires (spécialisation XVIIIe siècle, de préférence histoire des idées et/ou théorie et pratique de l'édition des textes), publications; excellence connaissance de la langue française; aptitude au travail en équipe. Le salaire minimum pour un(e) professeur(e) adjoint(e) en 1995-96 est de $38,200. Date d'entrée en fonction: 1er juillet 1996. Prière de faire parvenir un cv accompagné de vos publications et de trois lettres de recommandation avant le 4 décembre 1995 à M. Paul J. Perron, directeur, Département d'études françaises, Université de Toronto, 7 King's College Circle, Toronto, Ontario, M5S 1A1. L'Université de Toronto respecte une politique d'équité en matière d'emploi et encourage les candidatures de femmes, de personnes d'origine autochtone, de membres de minorités visibles et de personnes handicapées, ainsi que toute autre personne ayant les titres et les qualifications exigés. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

GERMAN

UNIVERSITY OF TORONTO. Germanic Languages and Literatures. Assistant Professor, tenure track. PhD in hand at time of application. Excellent publication record; research emphasis in the literature of 1600-1750; demonstrated commitment to teaching; native or near-native fluency in German. Undergraduate language and literature teaching; eventual graduate teaching and thesis supervision. Salary according to qualifications. Applications with curriculum vitae, names of three referees, and current teaching evaluations should be sent to Professor A.P. Dierick, Chair, Department of Germanic Languages and Literatures, University of Toronto, 97 St. George Street, Toronto, Ontario, M5S 1A1. Appointment will be effective July 1, 1996. Closing date for applications: January 31, 1996. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF TORONTO — German. Assistant Professor, tenure track. PhD in hand at time of application. Philology/Linguistics with strong scholarly prospects; commitment to graduate and undergraduate teaching; native or near-native fluency in German. Graduate and undergraduate teaching in language, philology/linguistics, and pedagogy/didactics; supervision of teaching assistants. Salary according to qualifications. Subject to budgetary approval. Applications with curriculum vitae, names of three referees, and current teaching evaluations should be sent to Professor A.P. Dierick, Chair, Department of Germanic Languages and Literatures, University of Toronto, 97 St. George Street, Toronto, Ontario, M5S 1A1. Appointment will be effective July 1, 1996. Closing date for applications: February 29, 1996. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

HISTORY

UNIVERSITY OF TORONTO — African History. The Department of History, University of Toronto invites applications for a tenure-stream appointment at the rank of assistant professor in the field of Sub-Saharan African History, period open, effective 1 July 1996. The appointment is subject to budgetary approval. Applicants must have completed a PhD and show promise of excellence in teaching and scholarly research. The appointee will be responsible for teaching an undergraduate survey course and more specialized courses in the field. Salary will be commensurate with experience. Send applications, a curriculum vitae, and ask three referees to write letters to Professor R.C. Brown, Chair, Department of History, University of Toronto, 100 St. George Street, Room 2074, Toronto, Canada M5S 1A1. Applications will close on January 30, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, The University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF TORONTO — Early Modern British History. The Department of History, University of Toronto invites applications for a tenure-stream appointment at the rank of assistant professor in the field of Early Modern British History (1500-1800), area and period open, effective 1 July 1996. Applicants must have completed a PhD and show promise of excellence in teaching and scholarly research. The appointment will be responsible for teaching an undergraduate survey course and more specialized courses in the field. Applicants who can teach appropriate areas of British Empire History are encouraged to apply. Salary will be commensurate with experience. Send applications, a curriculum vitae, and ask three referees to write letters to Professor R.C. Brown, Chair, Department of History, University of Toronto, 100 St. George Street, Room 2074, Toronto, Canada, M5S 1A1. Applications will close on January 30, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF TORONTO — Samuel J. Zacks Chair of Jewish History. The Department of History at the University of Toronto invites applications for the appointment to the Samuel J. Zacks Chair of Jewish History, effective 1 July 1996. The appointee will be a distinguished scholar holding a tenured appointment at the rank of senior associate or full professor, with a strong record of research and publication in his/her field and demonstrated excellence in teaching in the undergraduate and graduate level. The appointment will be in the field of European Jewish History, area and period open. The appointee will be expected to offer an undergraduate survey course in European Jewish History as well as more specialized courses. Salary will be commensurate with experience. Send applications, a curriculum vitae, and ask three referees to write letters to Professor R.C. Brown, Chair, Department of History, University of Toronto, 100 St. George Street, Room 2074, Toronto, Canada, M5S 1A1. Applications will close on January 30, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF TORONTO — Modern British History. The Department of History, University of Toronto invites applications for a tenure-stream appointment at the rank of assistant professor in the field of Modern British History (1800 to the present day), area and period open, effective 1 July 1996. The appointment is subject to budgetary approval. Applicants must have completed a PhD and show promise of excellence in teaching and scholarly research. The appointment will be responsible for teaching an undergraduate survey course and more specialized courses in the field. Applicants who can teach appropriate areas of British Empire History are encouraged to apply. Salary will be commensurate with experience. Send applications, a curriculum vitae, and ask three referees to write letters to Professor R.C. Brown, Chair, Department of History, University of Toronto, 100 St. George Street, Room 2074, Toronto, Canada, M5S 1A1. Applications will close on January 30, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF TORONTO — Modern British History. The Department of History, University of Toronto invites applications for a tenure-stream appointment at the rank of assistant professor in the field of Modern British History (1800 to the present day), area and period open, effective 1 July 1996. The appointment is subject to budgetary approval. Applicants must have completed a PhD and show promise of excellence in teaching and scholarly research. The appointment will be responsible for teaching an undergraduate survey course and more specialized courses in the field. Applicants who can teach appropriate areas of British Empire History are encouraged to apply. Salary will be commensurate with experience. Send applications, a curriculum vitae, and ask three referees to write letters to Professor R.C. Brown, Chair, Department of History, University of Toronto, 100 St. George Street, Room 2074, Toronto, Canada, M5S 1A1. Applications will close on January 30, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

HUMANITIES

YORK UNIVERSITY — The Division of Humanities, Faculty of Arts, York University, invites applications for a tenure-track position in Hebrew Bible to begin July 1, 1996. The appointment will be at the Assistant Professor level. Salary will be commensurate with qualifications and experience. This appointment is subject to budgetary approval by the University. The successful candidate will be expected to teach the following: 1) the Hebrew Bible and the origins of Judaism in the context of the society and culture of the ancient Mediterranean world; and 2) texts from the Hebrew Bible in the context of later Judaism. The candidate will offer courses in these areas in the interdisciplinary Division of Humanities, and will participate in general education courses related to his or her field. Duties may also include teaching in the Faculty of Graduate Studies. An active association with York's Centre for Jewish Studies, Religious Studies Program, and Jewish Teacher Education Program will also be expected. The successful candidate will have thorough command of biblical and modern Hebrew, competence in related ancient Near-Eastern languages, familiarity with both modern critical biblical scholarship and the Jewish biblical exegetical traditions, and an active research agenda. Applications, including a letter stating interests relating to this position and a curriculum vitae, should be sent directly to: Professor Margo Gewurtz, Chair, Division of Humanities, York University, 4700 Keele Street, North York, Ontario, M3J 1P3 Canada. Candidates should arrange for letters of recommendation from three referees to be sent directly to the above address. Deadline for applications is January 8, 1996. York University is implementing a policy of employment equity, including affirmative action for women. Qualified women and men are invited to apply. In accordance with Canada's immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada.

JOURNALISM

UNIVERSITY OF BRITISH COLUMBIA — Journalism. The Faculty of Arts, University of British Columbia seeks a Director for the new Graduate Journalism Programme. The programme which leads to a Master's Degree in Journalism (MJ) will focus on specialized academic studies at the graduate level as well as advanced research in journalism theory and practice. Responsibilities: The Director will be responsible for providing academic and administrative leadership, including management of the academic and financial resources of the programme, leadership and initiative in supporting faculty involvement in research and creative activity, and planning and design of the new programme. A key role for the director will be maintaining positive associations with the profession and the local community. Qualifications: Candidates should have demonstrated administrative skills in managing both technical and professional staff as well as faculty. The successful applicant will have considerable professional credibility in journalism including a variety of published work, a recognized degree in journalism or an equivalent record of professional experience. The appointment will be at the rank of professor with tenure assuming that suitable qualifications are offered. Salary: Salary will be commensurate with qualifications and experience. The University provides generous pension, medical and dental plans. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. UBC welcomes all qualified applicants especially women, aboriginal people, visible minorities and persons with disabilities. Application including cv, names of references and samples of published work should be sent to Di. M. Patricia Marchak, Dean, Faculty of Arts, University of British Columbia, Vancouver, BC V6T 1Z1. Closing date is November 15, 1995.

LAW

UNIVERSITY OF NEW BRUNSWICK — The Faculty of Law at the University of New Brunswick invites applications for a tenure-track position, effective July 1, 1996, subject to budgetary approval. Current salary ranges are competitive. Normally, the appointment will be at the rank of Assistant Professor. Candidates with graduate degrees and a strong commitment to teaching and scholarship in any area of law are welcomed; identified areas of need include alternative dispute resolution, criminal law, family law, professional responsibility, and trusts and estates. Multidisciplinary approaches to law teaching and

University of Alberta
Edmonton

Director, Lipid and Lipoprotein Research Group
Faculty of Medicine

The Faculty of Medicine, University of Alberta invites applications to a full-time academic tenured position as Professor and Director of the Lipid and Lipoprotein Research Group. This is an internationally recognized group of nine principal investigators conducting research and teaching in the area of lipid and lipoprotein metabolism. The Group is housed in contiguous space located in a modern research building. A fully equipped, 200 square metre research laboratory is available for the successful candidate. The successful candidate will be expected to generate her/his own salary and research funding through peer-reviewed competitive funding from an external granting agency. The successful candidate will be an internationally recognized, established investigator with either a MD and/or PhD degree. In the event the individual is clinically based, she or he must be eligible for licensure in the province of Alberta. The individual will be expected to provide dynamic and innovative leadership in an area of lipid and/or lipoprotein research and will hold a senior academic appointment in an appropriate department.

The start date for this position is flexible, but it is anticipated as July 1, 1996. Interested candidates should submit a curriculum vitae outlining their current research interests and proposed future directions together with the names of addresses of three referees by December 15, 1995, to:

Dr. Joel H. Weiner, Associate Dean (Research)
Faculty of Medicine
University of Alberta
2J2 WC Mackenzie Health Sciences Centre
Edmonton, Alberta
T6G 2R7

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

Chair of Chemistry

The University of Northern British Columbia is a new Canadian university which opened in September, 1994. UNBC has a regional mandate to serve the northern two thirds of the Province, with regional offices in Prince Rupert, Fort St. John and Quesnel, and a main campus located in Prince George (population 72,000).

We require an established scientist at the senior or full professor level for the position of Chair of Chemistry. Preference will be given to Analytical or Environmental Chemistry, however, applications from all areas of Chemistry will be accepted. UNBC is committed to high level research and possesses state-of-the art instrumentation including: 300 MHz NMR, GCMS, FTIR and ICP.

Appointment and salary will be commensurate with qualifications. This position is subject to budgetary approval.

Please send a resume, as well as three letters of reference, to: **Professor Robin Fisher, Acting Dean of Arts and Science, c/o Director of Human Resources, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9 Fax: (604) 960-5545.** Applications received prior to January 31, 1996 will be given priority.

UNBC
UNIVERSITY OF NORTHERN BRITISH COLUMBIA

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

DEAN OF LAW

Nominations and applications are invited for the position of Dean of the Faculty of Law at the Fredericton Campus of the University of New Brunswick, to succeed the incumbent effective July 1, 1996. The appointment is for a five-year term and is subject to renewal.

Founded in 1892, the Faculty offers the LLB degree in a distinctly supportive and collegial environment, with 230 students from across Canada and 19 full-time faculty. UNB graduates sit on the Supreme Court of Canada, the Federal Court of Appeal and the benches of eight provinces, and hold leadership positions in the bar and in public service. Alumnae/i and friends have recently provided the faculty with a substantial trust fund to support the library, student scholarships, and faculty research.

Home to the *UNB Law Journal* and the *Canadian Bar Review*, the faculty is developing a significant research profile while maintaining its traditional commitment to effective teaching and an open-door policy with students. The Faculty contributes to the Muriel McQueen Fergusson Centre for Family Violence Research, and the proposed Centre for Property Studies, as well as graduate programmes in other disciplines

Reporting to the Vice-President (Academic), the Dean is responsible for the supervision and administration of academic programmes, the law Library, the Faculty budget, and relations with alumni and the profession. Candidates will have a strong scholarly record and demonstrated ability in teaching and administration, and a commitment to facilitate institutional growth and development.

The Law School is located in historic Fredericton, which is the capital city of New Brunswick, situated on the beautiful Saint John River.

Inquiries, nominations and applications should be addressed to:

Dr. Louis P. Visentin
Vice-President (Academic)
University of New Brunswick
P.O. Box 4400
Fredericton, New Brunswick, Canada
E3B 5A3

by **January 15, 1996.** Applicants should include a curriculum vitae and the names of three referees.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK

research are encouraged. Bilingualism would be an asset, as there is opportunity to teach in French. The University of New Brunswick is committed to the principle of employment equity in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send a complete curriculum vitae, including representative samples of research activity, a statement of teaching and research interests, and the names, addresses and telephone numbers of three referees by December 15, 1995 to: Dean Wade MacLauchlan, Faculty of Law, University of New Brunswick, P.O. Box 4400, Fredericton, NB, E3B 5A3. Tel:(506)453-4627; Fax:(506)453-4604; E-mail:Wadem@unb.ca.

MARKETING

UNIVERSITY OF LETHBRIDGE — Position in Marketing. Starting date: 1 January 1996. The applicant must have an earned doctorate in Marketing or be in the final stages of completing the dissertation. He/she should ideally have prior teaching experience in introductory marketing, consumer behaviour, and marketing management. Candidates must demonstrate a strong commitment to scholarly research and quality teaching. Fax for mail letter of application accompanied by a curriculum vitae, three letters of reference, published research papers or work-in-progress papers, and evidence of teaching effectiveness to: Dr. George Lermer, Dean, Faculty of Management, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta T1K 3M4; Fax:(403) 329-2038. The University aspires to hire individuals who have a demonstrated potential for excellence in teaching, research and scholarship. The University is an equal opportunity employer.

SAINT MARY'S UNIVERSITY — Department of Marketing. Saint Mary's University invites applications for a tenure-track position, to commence September 1996. Specialization in marketing strategy and international marketing would be particularly desirable. A PhD is required for appointment at the Assistant level. Salary is commensurate with qualifications and experience. In accordance with Canadian immigration requirements, priority consideration will be given to Canadian citizens and permanent residents. Saint Mary's University encourages applications from qualified women, blacks, aboriginal people, persons with disabilities, and other minority groups. Applications, curriculum vitae, university transcripts and three letters of reference should be forwarded to: Dr. Linda Van Esch, Chair, Department of Marketing, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. (Dr Van Esch's email address is: lvanesch@husky1.stmarys.ca.) The deadline for applications is December 15, 1995.

MATHEMATICS

THE UNIVERSITY OF TORONTO solicits applications for a tenure-stream appointment in Applied Mathematics or Geometry. The appointment is at the Erindale campus at the level of Assistant Professor, to begin July 1, 1996. Candidates are expected to have at least three years experience in teaching and research after the PhD and to be able to demonstrate excellence in each. In particular, a candidate's research should show clearly the ability to make significant original and independent contributions to Mathematics. Salary commensurate with qualifications and experience. Applicants should send their complete C.V. including a list of publications, a short statement describing their research programme, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to Professor W. Ivini, Associate Chair, Department of Mathematics, University of Toronto, Toronto, Canada M5S 1A1. At least one letter should be primarily concerned with the candidate's teaching. In addition, it is recommended that applicants submit the electronic application form which is available on the World Wide Web by accessing the following URL: http://www.toronto.edu/math/jobs.html. To insure full consideration, this information should be received by December 31, 1995. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF BRITISH COLUMBIA — The Mathematics Department is seeking an outstanding candidate for a tenure track Assistant Professorship to begin 1 July 1996. Our highest priority is for a candidate in Numerical or Applied Analysis with experience in Scientific Computation. Applicants should have a proven research record of high quality and have demonstrated interest and ability in teaching. Preference will be given to candidates who have one or more years of postdoctoral experience. This position is subject to final budgetary approval. Appointment may be considered at a higher rank for an exceptionally well-qualified candidate. The salary will be commensurate with experience and research record. Applicants should send a C.V. including list of publications, statement of research and teaching interests and arrange for three letters of recommendation to be sent directly to: Professor U. Haussmann, Head, Department of Mathematics, University of British Columbia, #121 - 1984 Mathematics Road, Vancouver, B.C. Canada V6T 1Z2. Applications must be received before January 7, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

THE UNIVERSITY OF WINNIPEG — The Department of Mathematics and Statistics. The University of Winnipeg invites applications from qualified women and men for a probationary tenure track position in Mathematics. Subject to budgetary approval, this appointment is effective July 1, 1996. Salary commensurate with qualifications and experience. Applicants should have a PhD completed or very near completion. The successful candidate must have a strong commitment to undergraduate teaching and to research. The department invites applications from all fields, but is particularly interested in individuals with a strong background in combinatorics, graph theory and ordered sets. In accordance with Canadian immigration requirements, first preference must be given to Canadian citizens and permanent residents. Interested candidates should, by January 19, 1996, send a curriculum vitae, including three letters of reference, and a sample research to: Professor H.A. Howlader, Chair, Department of Mathematics and Statistics, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9.

UNIVERSITY OF BRITISH COLUMBIA — The Mathematics Department at the University of British Columbia expects to have a number of postdoctoral fellowships, sessional lecturerships, and visiting positions at the Assistant, Associate and Full Professor level for the year starting July 1, 1996, subject to the availability of funds. We also expect a number of summer session teaching positions during the months of May through August, 1996. A PhD or equivalent and University teaching experience and evidence of high potential for research in Mathematics are required. Since some positions will be partially supported by research grants, these positions will be filled by persons having research interests relating to the grant holders. The salary will be commensurate with experience and research record. Applications, including C.V. and names of references, should be sent to: The Head, Department of Mathematics, University of British Columbia, Vancouver, B.C. Canada V6T 1Z2. Applications received after February 1, 1996 will considered only if vacancies remain to be filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. U.B.C. welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

UNIVERSITY OF BRITISH COLUMBIA — The Mathematics Department is seeking an outstanding candidate for a tenure track Assistant Professorship to begin 1 July 1996. Our highest priority is for a candidate in Mathematical Biology with emphasis in ecology. Applicants should have a proven research record of high quality and have demonstrated interest and ability in teaching. Preference will be given to candidates who have one or more years of postdoctoral experience. This position is subject to final budgetary approval. Appointment may be considered at a higher rank for an exceptionally well-qualified candidate. A joint appointment with one of the Life Sciences, if appropriate, is a possibility. The salary will be commensurate with experience and research record. Applicants should send a C.V. including list of publications, statement of research and teaching interests and arrange for three letters of recommendation to be sent directly to: Professor U. Haussmann, Head, Department of Mathematics, University of British Columbia, #121 - 1984 Mathematics Road, Vancouver, B.C. Canada V6T 1Z2. Applications must be received before January 7, 1996. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

UNIVERSITY OF TORONTO — Department of Mathematics. The Department solicits applications for one or more limited term Assistant Professorships, which may become available at the St. George (downtown), Scarborough or Erindale campus, for a period of one to three years, beginning July 1, 1996. Duties consist of teaching and research, and candidates must demonstrate clear strength in both. Preference will be given to candidates with recent doctoral degrees. Salary commensurate with qualifications. Applicants should send their complete C.V. including a list of publications, a short statement describing their research programme, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to Professor V. Ivrii, Associate Chair, Department of Mathematics, University of Toronto, Toronto, Canada M5S 1A1. At least one letter should be primarily concerned with the candidate's teaching. In addition, it is recommended that applicants submit the electronic application form which is available on the World Wide Web by accessing the following URL: http://www.toronto.edu/math/jobs.html. To insure full consideration, this information should be received by November 30, 1995. Further information about academic positions in the Department of Mathematics is available on the World Wide Web by accessing the above URL. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF TORONTO — Department of Mathematics. The Department solicits applications for a tenure-stream appointment in Geometry at the level of Assistant Professor. Preference will be given to researchers in the areas of algebraic geometry, arithmetic algebraic geometry and differential geometry. The appointment is at the downtown (St. George) campus, to begin July 1, 1996. Candidates are expected to have at least three years experience in teaching and research after the PhD, and to be able to demonstrate excellence in each. In particular, a candidate's research should clearly establish the ability to make significant original and independent contributions to Mathematics at the highest level. Salary is commensurate with qualifications. Applicants should send their complete C.V. including a list of publications, a short statement describing their research programme, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to Professor V. Ivrii, Associate Chair, Department of Mathematics, University of Toronto, Toronto, Canada M5S 1A1. At least one letter should be primarily concerned with the candidate's teaching. In addition, it is recommended that applicants submit the electronic application form which is available on the World Wide Web by accessing the following URL: http://www.toronto.edu/math/jobs.html. To insure full consideration, this information should be received by December 31, 1995. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

THE UNIVERSITY OF TORONTO solicits applications for a tenure-stream appointment in Applied Probability. The position is subject to budgetary approval. The appointment is at the downtown (St. George) campus at the level of Assistant Professor, to begin July 1, 1996. This will be a joint appointment (50/50) between the Departments of Mathematics and Statistics. Candidates are expected to have demonstrated excellence in both teaching and research past their PhD; in particular, a candidate's research record should show clearly the ability to make significant original and independent research contributions. Salary commensurate with experience. Applicants should send their complete C.V. including a list of publications, a short statement describing their research programme, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to Professor V. Ivrii, Associate Chair, Department of Mathematics, University of Toronto, Toronto, Canada M5S 1A1 or to Professor Michael Evans, Chair, Department of Statistics, University of Toronto, Toronto, Canada M5S 1A1. At least one letter should be primarily concerned with the candidate's teaching. In addition, applicants may wish to submit the electronic application form which is available on the World Wide Web by accessing the following URL: http://www.toronto.edu/math/jobs.html. To insure full consideration, this information should be received by December 31, 1995. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF TORONTO solicits applications for a tenure-stream appointment in the field of Algorithmic Mathematics and Theoretical Computer Science, including Complexity and Effective Methods in Scientific Computation. The position is subject to budgetary approval. The appointment is at the downtown (St. George) campus at the level of Assistant Professor, to begin July 1, 1996. This will be a joint appointment between the Department of Mathematics (75%) and the Department of Computer Science (25%). Candidates are expected to have demonstrated excellence in both teaching and research; in particular, a candidate's research record should show clearly the ability to make significant original and independent contributions to Mathematics. Salary commensurate with experience. Applicants should send their complete C.V. including a list of publications, a short statement describing their research programme, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to Professor V. Ivrii, Associate Chair, Department of Mathematics, University of Toronto, Toronto, Canada M5S 1A1. At least one letter should be primarily concerned with the candidate's teaching. In addition, it is recommended that applicants submit the electronic application form which is available on the World Wide Web by accessing the following URL: http://www.toronto.edu/math/jobs.html. To insure full consideration, this information should be received by December 31, 1995. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MATHEMATICS & STATISTICS

YORK UNIVERSITY — Faculty Position in Statistics. Applications are invited for a tenure track appointment at the Assistant Professor level in the Department of Mathematics and Statistics, to commence July 1, 1996, subject to budgetary approval. The successful candidate will be expected to have established a record of research excellence in statistics, and must have a completed PhD and proven teaching abilities. The application deadline is 30 January 1996. Applicants should send resumes and arrange for at least three letters of recommendation to be sent directly to: George L. O'Brien, Chair, Department of Mathematics and Statistics, York University, 4700 Keele Street, North York, Ontario, Canada M3J 1P3; Fax (416) 736-5757; E-mail: chair@mathstat.yorku.ca. York is implementing a policy of employment equity, including affirmative action for women faculty. The Department of Mathematics and Statistics encourages applications from qualified women and men, members of racial minorities, people with disabilities and Native Peoples.

MEDICAL GENETICS

UNIVERSITY OF BRITISH COLUMBIA — The Department of Medical Genetics at the University of British Columbia has an opening for a Research Associate. This position consists of identifying and investigating molecular factors which influence the translation of the Huntington Disease (HD) gene. Duties include gene cloning, the expression of RNA, proteins and antibodies, cell culture as well as other related tasks. Applicants for this 1 year renewable term position will possess a PhD in Biological Sciences and at least 4 years of post-doctoral experience. In particular, experience in the transcriptional and translational regulation of the HD gene would be an important asset. Exceptionally motivated individuals with an outstanding level of achievement and a strong commitment towards investigating the molecular factors influencing HD gene expression will be considered. The anticipated start date of appointment is August 1, 1996. The deadline for application is January 31, 1996. Salary will be commensurate with qualifications and experience. Applications, including a cv should be sent to Professor M. Hayden, Department of Medical Genetics, University of British Columbia, #416 - 2125 East Mall, Vancouver, B.C. Canada V6T 1Z4 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities.

MUSIC

THE UNIVERSITY OF BRITISH COLUMBIA — Notice of Vacancy in Voice. Position: Full-time Assistant Professor. Qualifications: Graduate degree(s) or equivalent professional experience and training. A strong commitment to university teaching required, with the ability and willingness to balance normal faculty responsibilities with the demands of an on-going career. Proven skills in developing voices and teaching interpretation. Must be active in performance, with an existing, or potentially wide reputation. In the case of individuals with long-standing performing careers, pedagogical activity at a national level may be regarded as equivalent to performance for purposes of advancement. Duties: A weighted load of up to 21 hours of studio and class teaching. Voice instruction at all levels, and possible class assignments in diction, repertory, pedagogy, etc. as appropriate. Possible involvement with the opera program, or with a vocal ensemble as warranted. Salary: According to qualifications and experience. Application and Inquiries: Robert Silverman, Director, School of Music, University of British Columbia, 6361 Memorial Road, Vancouver, B.C. V6T 1W5 Please submit: 1. Letter of application; 2. Educational-professional resumé, including documentation of teaching experience; 3. A recent tape; 4. Names, addresses, and telephone numbers of three referees. Appointment Date: July 1, 1996. Closing Application Date: December 31, 1995, or when position is filled. Note: The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. Appointment may be considered at a higher rank for a woman with exceptional qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

NUTRITIONAL SCIENCES

MCGILL UNIVERSITY — Human Nutritional Sciences. The School of Dietetics and Human Nutrition, McGill University is offering a tenure track position in Human Nutritional Sciences, available July 1, 1996. The School offers undergraduate training in both Dietetics and Human Nutrition, as well as graduate training in Nutrition, and has research strengths in basic and applied nutrition areas. The position involves research, teaching fundamental nutrition/food service at both undergraduate and graduate levels, as well as other general faculty duties. Applicants must hold a PhD or equivalent degree in nutritional sciences and have post-doctoral experience. Preference will be given to applicants with a background in food service systems management or a related area, and eligibility for membership in professional dietetic associations. Interested applicants should send curriculum

VICE-PRESIDENT ACADEMIC AND PROVOST

The University of Victoria invites nominations and applications for the position of Vice-President Academic and Provost.

Reporting to the President, the Vice-President Academic and Provost provides academic leadership, is responsible for the general academic direction and fiscal management of the academic programs and research initiatives of the University, and is the senior Vice-President functioning as the Acting President in the absence of the President. The Deans of 8 faculties and 3 divisions, the University Librarian, the Administrative Registrar, the Director of Cooperative Education and several other academic administrators report to the Vice-President.

The successful candidate will be a respected scholar and administrator, committed to fostering academic excellence and innovation, will have superior problem solving skills, a demonstrated commitment to equity, and the ability to communicate effectively with colleagues, the community and government. The University's collegial form of governence provides an exceptional opportunity for academic leadership.

Situated in Victoria, BC, the University of Victoria is one of Canada's leading comprehensive universities offering a wide range of degree programs to more than 14,000 undergraduates students and 1500 graduate students. It employs about 650 faculty and 1600 steff and has a current operating budget of $137 million. It is committed to the highest quality and integrity in its teaching and scholarship.

The appointment will commence July 1, 1996.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens end permanent residents of Canada.

The University of Victoria is committed to employment equity, welcomes diversity in the workplace and encourages applications from ell qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

Written nominations or applications for the position, accompanied in the latter case by a curriculum vitae and the names of three referees should be submitted in confidence to: **Dr. David F. Strong, President and Vice-Chancellor, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2.**

The University of Victoria has engaged **Janet Wright and Associates Inc., Suite 100, 21 Bedford Rd., Toronto, Ontario M5R 2J9** to assist with the search.

UVic
UNIVERSITY OF VICTORIA

Faculty Position

Psychology

The University of Northern British Columbia is a new Canadian university which opened in September, 1994. UNBC has a regional mandate to serve the northern two thirds of the Province, with regional offices in Prince Rupert, Fort St. John and Quesnel, and a main campus located in Prince George (population 72,000).

We invite applications for a faculty position in the Psychology Programme of the Faculty of Health and Human Sciences, which also includes Education, Nursing, and Social Work and Community Health programmes. This tenure track position is offered to candidates who have expertise in psychological tests and measures and who are able to teach at both undergraduate and graduate levels.

Well-rounded and committed to excellence in teaching, you can contribute to teaching at the introductory level and in speciality courses such as program evaluation. Further, you must have a demonstrated potential to be a productive empirical researcher. The ability to contribute to growing areas of concentration in health and human development is a definite asset.

Please submit your letter of application and a curriculum vitae to: Kenneth M. Prkachin, Chair, Psychology, c/o Director of Human Resources, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9 Fax: (604)960-5695. The closing date for applications is January 2, 1996.

UNBC
UNIVERSITY OF NORTHERN BRITISH COLUMBIA

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities

University of Alberta
Edmonton

Chair, Department of Obstetrics & Gynecology

Faculty of Medicine

The Faculty of Medicine, University of Alberta invites applications to a full-time academic tenured position as the Chair of the Department of Obstetrics & Gynecology. The Chair must be clinically qualified and be eligible for licensure in the province of Alberta. The candidate must have strong leadership qualities and the necessary experience to stimulate research programs spanning the basic and clinical arenas. The successful candidate will be responsible for the undergraduate and postgraduate training programs which are coordinated throughout the Region. Consideration will also be given to the appointment of the Chair of Obstetrics & Gynecology as the Regional Program Director for Women's Health under the auspices of the Capital Health Authority.

The Alberta Heritage Foundation for Medical Research provides an ideal opportunity to attract outstanding investigators and to develop new programs in basic, clinical and health services research. The Faculty has 19 departments and several research groups including the Perinatal Research Centre. The department has strong programs in all subspecialty areas as well as in general obstetrics and gynecology.

The start date for this position is July 1, 1996. Interested candidates should submit a curriculum vitae including their current research interests and proposed future directions together with the names and addresses of three referees by December 15, 1995 to:

Dr. D. Lorne J. Tyrrell, Dean
Faculty of Medicine
University of Alberta
2J2 WC Mackenzie Health Sciences Centre
Edmonton, Alberta
T6G 2R7

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

CLASSIFIEDS

vitae, statement of research direction and copies of relevant publications; and an angle for at least three letters of reference from individuals qualified to judge research, teaching and professional abilities. Letters should be sent to: Dr Peter J.H. Jones, Associate Professor and Director, School of Dietetics and Human Nutrition, Macdonald Campus of McGill University, 21, 111 Lakeshore Road, Ste-Anne-de-Bellevue, Quebec H9X 3V9. Closing date for receipt of applications is when a suitable candidate is recruited. Macdonald Campus of McGill University is situated 35 kilometres west of downtown Montreal. In accordance with Canadian immigration requirements, this position is offered in the first instance to Canadian citizens and permanent residents. The language of instruction at McGill University is English. McGill University is committed to equity in employment.

OPHTHALMOLOGY

THE CHILDREN'S HOSPITAL OF EASTERN ONTARIO and the Department of Ophthalmology of the University of Ottawa Faculty of Medicine are seeking a qualified full-time pediatric ophthalmologist to practice in a challenging and rewarding academic environment. Candidates for this position should have completed post-residency fellowship training in pediatric ophthalmology and be certified or eligible for certification by the Royal College of Physicians and Surgeons of Canada. The successful candidate will possess good clinical and surgical skills and demonstrate an ongoing interest in clinical and/or basic science research and teaching. A working knowledge of both English and French is desirable. In keeping with the proactive policy for the recruitment of women, the University of Ottawa strongly encourages applications from women. Applicants are requested to forward their curriculum vitae and the names of three references prior to January 15, 1996 to Dr. W. Bruce Jackson, Chairman, Department of Ophthalmology, University of Ottawa Eye Institute, Ottawa General Hospital, 501 Smyth, Ottawa, Ontario K1H 8L6. Fax:(613) 737-8374. Priority will be given to Canadian citizens and permanent residents of Canada in accordance with Canadian immigration requirements.

L'HÔPITAL POUR ENFANTS DE L'EST DE L'ONTARIO et le Departement d'Ophtalmologie de la Faculté de Médecine de l'Université d'Ottawa désirent recruter un(e) ophtalmologiste pédiatrique à temps plein pour pratiquer dans un environnement académique stimulant. Les candidats(es) doivent avoir complété une formation en ophtalmologie pédiatrique et posséder l'agrément à titre de spécialiste en ophtalmologie du Collège Royal des Medecins et Chirurgiens du Canada. Le(a) candidat(e) retenu(e) devrait pouvoir démontrer une compétence clinique et chirurgicale de même qu'un intérêt pour l'enseignement et la recherche clinique et scientifique. Une connaissance de l'anglais et du français est désirable. Conformément au règlement sur le recrutement proactif des professeures, l'Université d'Ottawa encourage fortement les demandes de la part des femmes. Pour postuler, veuillez faire parvenir votre dossier de candidature, incluant un curriculum vitae et le nom de trois répondants d'ici le 15 janvier 1996 au Dr. W. Bruce Jackson, Chef, Departement d'ophtalmologie, Institut de l'oeil de l'Université d'Ottawa à l'Hôpital général d'Ottawa, 501 Smyth, Ottawa, Ontario K1H 8L6. En vertu des exigences canadiennes relatives à l'immigration, la priorité sera accordée aux personnes de citoyenneté canadienne et de résidence permanente au Canada.

PATHOLOGY

DALHOUSIE UNIVERSITY — Research Assistant Professor in Hematopathology. A vacancy has been created in the Department of Pathology, Faculty of Medicine, Dalhousie University, Halifax, N.S., for an experimental hematopathologist. This advertisement is directed towards physicians with certification in hematopathology, and clinical and research experience in pediatric hematopathology. The successful appointment will develop a research program in hematopathology including the role of DNA excision repair in second malignancies. Experience in molecular biological techniques and automated image analysis is required. The position will be funded for two years ($55,000 p.a.); the successful applicant will be expected to obtain external research funding including salary support thereafter. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/ Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities. Applications should be accompanied by curriculum vitae, names and addresses of three referees, and addressed to: Dr. M. Moss, Head, Department of Pathology, Sir Charles Tupper Medical Building, Dalhousie University, Halifax, N.S. B3H 4H7.

UNIVERSITY OF OTTAWA — The Department of Pathology and Laboratory Medicine at the University of Ottawa invites applications for a tenure-track position at the rank of Assistant Professor. Applicants must have a PhD and at least 2 years postdoctoral research experience, or an M.D. degree with equivalent research experience. The department is interested in a person with experience in molecular pathology, preferably in the area of oncology. The candidate will be expected to develop an externally-funded research program, participate in collaborative research within the department and to supervise graduate students at the M.Sc. and PhD levels. Responsibility in the department will also include teaching at the undergraduate and postgraduate levels. In view of the importance the Faculty of Medicine attaches to the development of its french language medical program, the applications of bilingual candidates (knowledge in oral and written French and English) is strongly encouraged and will be given the highest priority. In keeping with a pro-active policy on employment equity, the University of Ottawa encourages applications from women, priority will be given to Canadian citizens and permanent residents, in accordance with Canadian immigration requirements. Please submit a curriculum vitae (including teaching experience), a brief outline of research interests, representative reprints, and the names of 3 referees before December 15, 1995 to: Dr. N. Mikhael, Professor and Chair, Department of Pathology and Laboratory Medicine, Faculty of Medicine, University of Ottawa, 451 Smyth Road, Ottawa, Ontario K1H 8M5 Canada or Fax (613) 562-5402.

UNIVERSITÉ D'OTTAWA — Le Departement de Pathologie et médecine de laboratoire de la Faculté de médecine de l'Université d'Ottawa invite des candidat(es) à soumettre une demande pour un poste de professeur(e) adjoint(e) pouvant entreprendre des études supérieures. Les candidat(es) devront sont détenir un doctorat (PhD) et avoir complété deux années de stage post-doctoral ou détenir un M.D. et avoir une expérience équivalente en recherche. Le département recherche une personne ayant une expertise en pathologie moléculaire de préférence en oncologie. Les candidat(es) devront développer un programme indépendant de recherche et être en mesure d'obtenir un financement externe. Les candidat(es) devront possiblement établir des collaborations au sein de programmes de recherche communs dans le département. La tâche de professeur comprendra l'encadrement d'étudiant(es) au niveau de la maîtrise (M.Sc.) et/ou du doctorat (PhD) ainsi que l'enseignement au 1ER cycle et au niveau supérieur. Vu l'importance que la Faculté de médecine accorde au développement de l'enseignement de la médecine en français, la candidature de candidat(es) bilingues (connaissance orale et écrite du français et de l'anglais) est fortement encouragée et y accordera une très haute priorité. Étant engagée dans une politique d'équité en matière d'emploi, l'Université encourage fortement les demandes de la part des femmes. Conformément aux exigences en matière d'immigration au Canada, cette annonce s'adresse aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s du Canada. Les candidat(es) sont prié(e)s de faire parvenir leur curriculum vitae (incluant toute expérience en enseignement), une description brève de leurs recherches et trois lettres de recommandation, avant le 15 décembre 1995, à l'adresse suivante: Dr. N Mikhael, Professeure et Directrice, Département de Pathologie et medecine de laboratoire, Faculté de médecine de l'Université d'Ottawa, 451 chemin Smyth, Ottawa, Ontario K1H 8M5 Canada ou télec. (613) 562-5402.

UNIVERSITY OF BRITISH COLUMBIA — Hematopachologist. The Department of Pathology and Laboratory Medicine, University of British Columbia, and St. Paul's Hospital invite applications by qualified hematological pathologists for an appointment at the rank of Clinical Assistant Professor. An academic appointment at the appropriate professorial rank (grant tenure track) will be available based on qualifications. Preference may be given to those individuals with particular expertise in immunopathology or hemostasis. The successful apolicant must have a commitment to scholarship, and strong educational abilities. Responsibilities include general hematopathology, immunopathology and transfusion medicine, clinical and classroom teaching, and contemporary research in hematological pathology. The appointment will be contingent upon successful licensure by the BC College of Physicians and Surgeons and the salary will be commensurate with experience and accomplishments. The position is offered in the context of a progressive, busy, multi-site department in a major teaching hospital (St. Paul's) of the University of British Columbia. The faculty in the Department of Pathology and Laboratory Medicine are committed to excellence in all service, educational and investigative domains of the discipline. There is strong inter-site interaction, and a superb residency program. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement o directed to Canadian citizens and permanent residents. Deadline for application is December 31, 1995. The anticipated start date will be February 1, 1996. Interested individuals should send their curriculum vitae, along with the names and addresses of three referees, and a brief prospectus of one's professional goals to: Bruce M McManus, MD, PhD, Professor and Head, Department of Pathology & Laboratory Medicine; University of British Columbia, 2211 Wesbrook Mall, Vancouver, British Columbia, Canada V6T 2B5.

UNIVERSITY OF MANITOBA — The Department of Pathology at the University of Manitoba mvites applications for a full-tme tenure-track position at the rank of Assistant Professor in the area of Clinical and Diagnostic Molecular Biology. Candidates must have an MD and/or PhD and relevant post-doctoral experience, preferably in research into the application of molecular diagnostic techniques to the practice of Anatomical Pathology. Candidates are expected to take part in the development of a multi-disciplinary molecular diagnostic laboratory which is based at the University of Manitoba/ Health Sciences Centre. Winnipeg Emphasis will be placed on research into the development of molecular technologies which can be apolied to diagnostic faboratory medicine. This includes the expectation that the individual will apply for external funding to help support this work. The candidate must have a strong commitment to teaching undegraduate and graduate students in the area of molecular diagnostics. Certification by the Canadian College of Medical Geneticss or equivalent would be considered an asset. Salary will be commensurate with qualifications and experience and will initially be within the range of $42,000 to $49,000. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents. Please address apolications to: Dr. F. William Orr, Chairman, Department of Pathology, University of Manitoba, 770 Bannatyne Avenue, Winnipeg, Manitoba, Canada, R3E 0W3. Applications should include a recent curriculum vitae and the names of three referees. Deadline for receipt of applications is January 15, 1996.

PHARMACEUTICAL SCIENCES

UNIVERSITY OF MANITOBA — Applications are invited for a full-time tenure track position in Pharmaceutical Sciences, at the rank of Assistant Professor (starting salary range, $45,000-$55,000), effective July 1, 1996, subject to budget availability. Applicants must possess a PhD degree, with specialization in Pharmaceutics/Industrial Pharmacy with biotechnology experience, although Biopharmaceutics, Pharmacokinetics, Drug Metabolism, and Toxicology will also be considered. Candidates with post-doctoral experience in the area of pharmaceutical sciences have an undergraduate degree in pharmacy are preferred. The duties will include teaching in undergraduate and graduate courses, establishing an independent or collaborative research program and supervising graduate students at both the Masters and PhD level. The Faculty of Pharmacy is located on the Fort Garry Campus of the University of Manitoba. The baccalaureate program is five years in length (1+4) leading to the degree of B.Sc. (Pharm). The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents. Please send a letter of application, curriculum vitae, and a short research proposal, along with the names of three referees to: Dr. K.W. Hindmarsh, Dean, Faculty of Pharmacy, The University of Manitoba, Winnipeg, Manitoba. R3T 2N2. (204) 474-8794 Fax: (204) 275-7509. Applications will be accepted until November 30, 1995, or until a suitable candidate has been identified.

PHILOSOPHY

SIMON FRASER UNIVERSITY — Department of Philosophy. Applications are invited for two tenure track positions. Rank: one assistant and one associate or assistant. AOS: open but the Department specifically seeks applications in areas that either complement its research strengths in Philosophy of Mind/Philosophy of Language or enhance its Ethics/Social and Political Philosophy program. AOC: open, including the following general areas: epistemology, metaphysics, philosophy of biology, logic, history of modern or ancient philosophy. Applicants should have a broad philosophical education and a demonstrated commitment to teaching excellence. PhD preferred but ABD candidates will also be considered if degree will be awarded within one year of appointment. SFU is on a year-round trimester system, two teaching terms and one research. Teaching load is normally two courses per teaching term. The Department offers undergraduate major and honours programs as well as MA and PhD programs, including a joint PhD program with UBC. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. In accordance with Canadian immigration requirements, the advertisement o directed to Canadian citizens and permanent residents. Starting date: Sept. 1, 1996. These positions are subject to final budgetary authorization. Letters of application should include C.V., samples of written work relevant to information, and the names of at least three referees to be contacted by the Search Committee. Send applications to Chair, Philosophy Department; Simon Fraser University; Burnaby, British Columbia, Canada V5A 1S6. Deadline for applications: November 10, 1995.

THE UNIVERSITY OF WINNIPEG — The Department of Philosophy. The University of Winnipeg invites applications from qualified women and men for a tenure-track position at the rank of Assistant Professor. Subject to budgetary approval, this appointment is effetive July 1, 1996. Salary commensurate with qualifications and experience. Applicants should have a PhD completed or very near completion. The successful candidate must also have a strong commitment to undergraduate teaching and to research. The department invites applications from all fields, but is particularly interested in individuals with a strong background in classical and early modern philosophy with some competence in philosophy of education, applied ethics, or medical ethics. The successful candidate will be called upon to teach a variety of undergraduate courses with some outside her/his area of specialization. Applications, including complete dossier with at least three letters of reference, and writing sample, should be sent to: Professor Brian Keenan, Chair, Department of Philosophy, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, R3B 2E9, Fax: (204) 783-7981. Closing date for receipt of applications: January 31, 1996. In accordance with Canadian immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity.

UNIVERSITY OF TORONTO — The Department of Philosophy, University of Toronto, invites applications for a tenure-stream position at the rank of Assistant Professor, to begin 1 July 1996 (subject to budgetary approval). PhD and evidence of excellence in teaching required. Area of specialization: 19th-century German philosophy/Continental philosophy. Duties will include research and teaching in area of specialization. Salary commensurate with qualifications. Applications, including a complete dossier, a writing sample, and at least three letters of reference, should be sent to the Chair, Department of Philosophy, University of Toronto, Toronto, Ontario, M5S 1A1 Closing date for receipt of applications: 30 November 1995. In accordance with Canadian immigration requirements, this advertisement o directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples, and persons with disabilities.

ST. THOMAS MORE COLLEGE - The Department of Philosophy, St. Thomas More College, University of Saskatchewan, invites applications for a tenure-track position, subject to budgetary approval, effective July 1, 1996. Requirements are a specialization in medieval philosophy, with competence in such areas as Christian philosophy, ethics, and philosophy of science. Interest and experience in interdisciplinary studies will be an advantage. Closing date, Jan. 31, 1996. Rank and salary commensurate with qualifications and experience. Send curriculum vitae, names, addresses and telephone numbers of three references, and samples of written work to Prof. Michael Pomedli, Head, Philosophy, St. Thomas More College, 1437 College Dr., Saskatoon, Sask. S7N 0W6.

PHYSICS

THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA is a new Canadian university which opened in September, 1994. UNBC has a regional mandate to serve the northern two thirds of the Province, with regional offices in Prince Rupert, Fort St. John and Quesnel, and a main campus located in Prince George (population 72,000). The Physics Program at UNBC has created this new postdoctoral position to focus on investigating the dynamics of friction of sliding metal interfaces. Beginning as early as March 1, 1996, this one year position offers the possibility for a second year contingent upon the availability of funding. You must have a strong theoretical background in statistical mechanics and condensed matter physics. Salary o commensurate with experience and will be no less than $23,000 per annum. Please send a curriculum vitae including a description of previous research experience and theoretical training, as well as three letters of reference, to: Dr. M. Shegelski, Physics Program, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9 Fax: (604) 960-5545. The closing date for applications o January 31, 1996. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

SIMON FRASER UNIVERSITY — The Physics Department at Simon Fraser University invites applications for a tenure track faculty position for an experimental condensed matter physicist. The initial appointment will be at the assistant professor level and will take effect in September 1996, subject to final budgetary approval. We are searching for an individual of outstanding back ground and exceptional promise who will establish a vigorous independent research program and who has a commitment to undergraduate and graduate teaching. Exellent candidates in any area of specialization that will complement and interact with existing programs will be given serious consideration. There is some preference for a candidate in the field of magnetic nanostructures and related areas. The present condensed matter research group consists of twenty-four full time faculty with broad research interests. The Physics Department home page can be accessed via http://www.sfu.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is an equal opportunity employer and encourages applications from women and minorities. Applicants should send their curriculum vitae, publication list, a short statement of teaching and research interests and the names of at least three referees to Professor Robert Frindt, Chair, Department of Physics, Simon Fraser University, Burnaby, B.C., Canada V5A 1S6 by January 15, 1996

PHYSIOLOGY

THE UNIVERSITY OF NEW BRUNSWICK — Department of Biology — Saint John Campus. Applications are invited for a tenure-track position at the Assistant Professor level. The successful applicant will be a vertebrate physiologist and have the expertise to present courses in human pathophysiology, anatomy and physiology to Nursing students. Other duties include establishing an active research program and supervision of graduate students (M.Sc. and PhD). Qualifications include a PhD degree and published evidence of research ability. The appointment, which is subject to final budgetary approval, will commence on July 1, 1996. Applications, including a curriculum vitae and the names of three referees, should be received no later than November 30, 1995 by Dr. C.K Tompkins, Dean of Science, Applied Science & Engineering. The University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

PLANT SCIENCE

UNIVERSITY OF MANITOBA — A position in Canola Pathology research for a research associate or post-doctoral fellow is available for up to 3 years. Successful candidate must have experience in plant or fungal molecular genetics. The position will be primarily concerned with the development of molecular markers linked to plant disease resistance genes. Familiarity with fungal plant diseases, especially diseases of canola, will be an advantage. Minimum qualifications are PhD with relevant experience. The University of Manitoba encourages applications from qualified women and men, members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. This advertisement is directed to Canadian citizens and permanent residents. Please send a CV and names, addresses and telephone numbers of three references to: Dr. S. Roger Rimmer, Department of Plant Science, Faculty of Agricultural and Food Sciences, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Fax:(204) 261-5732.

POLITICAL SCIENCE

DALHOUSIE UNIVERSITY — Department of Political Science. Applications are invited for a probationary tenure-track appointment at the rank of Assistant Professor or Lecturer, commencing July 1st, 1996. This appointment will be in the field of feminist political theory and women's studies. The successful candidate will have an established scholarly interest in these areas, and will be capable of teaching at an advanced level. Salary will be dependent upon qualifications. The closing date for applications is December 15, 1995. Letters of application, cv, transcripts, and three letters of reference should be sent to: Professor David M. Cameron, Chair, Department of Political Science, Dalhousie University, Halifax, NS B3H 4H6 In accordance with Canadian immigration requirements, this advertisement o directed to Canadian citizens and permanent residents of Canada Dalhousie University o an Employment Equity/Affirmative Action Employer. The University encourages applicatrons from qualified women, aboriginal peoples, visible minorities and persons with disabilities.

SIMON FRASER UNIVERSITY — The Department of Political Science, Simon Fraser University, invites applications for a tenure-track position, at the rank of Assistant Professor, commencing 1 September 1996. Applicants should have a PhD in Political Science or be close to completion. The position is in the field of International Relations with a sub-specialization in International Organization. Experience in teaching quantitative methods would be an asset. This position is subject to final budgetary authorization. Applicatrons will be accepted until 30 November 1995. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and it offers equal employment opportunities to qualified appkants. Applitications should be sent together with a cv. and the names and addresses of three referees to: Dr. Stephen McBride, Chair, Department of Political Science, Simon Fraser University, Burnaby, BC, Canada V5A 1S6.

PSYCHOLOGY

ALGOMA UNIVERSITY COLLEGE — The Department of Psychology at Algoma University invites apolrcations for a term position (renewable tip to three years, to replace a Department member who will be acting as Academic Dean) Beginning January 1, 1996. Candidates should be able to teach a variety of courses including Experimental Design and Statistrcs. This small department has a strong reputation for quality teathing and the successful candidate should be prepared to make excellence in teaching a priority. Preference will be given to candidates with a completed PhD degree. In conformance with Immigration Canada requirements, priority will be given to Canadian citizens and permanent residents. Algoma University

CAUT ACPPU BULLETIN

ADVERTISING RATES

CLASSIFIED SECTION

Display ads[1] $4.00
Classified ads $3.65

EDITORIAL SECTION

Display ads[1] $1.00

COLOUR ADVERTISING[2]

Black & 1 colour $240
Black & 2 colours $420
Black & 3 colours $900

All prices quoted are per agate line

[1]Agency commission 15% if camera-ready artwork required)

[2]These prices indicate a colour advertising surcharge based on number of colours used per page or fraction of page. Separations to be supplied by advertiser.

PUBLISHER'S STATEMENT
DÉCLARATION DE L'ÉDITEUR

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no other body by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 14th, St. N.W., Washington, DC 20005; tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, généales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permettre. Il incombe à l'établissement qui a l'intention de faire paraitre une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à apoliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005; tél: (202)737-5900.

TARIFS DE PUBLICITÉ

SECTION DES ANNONCES CLASSÉES

Grandes annonces[1] ..... 4,00 $
Petites annonces ..... 3,65 $

SECTION ÉDITORIALE

Grandes annonces[1] ..... 1,00 $

ANNONCES COULEURS[2]

Noir et une couleur ..... 240 $
Noir et deux couleurs ..... 420 $
Noir et trois couleurs ..... 900 $

Tous les tarifs sont calculés en fonction d'une ligne agate.

[1] Commission de 15 % des agences (illustrations prêtes à photographier)

[2] Ces tarifs comportent un supplément pour la publicité en couleur selon le nombre de couleurs utilisées par page ou par partie de page. L'annonceur doit fournir la sélection des couleurs.

ANNONCES CLASSÉES

College encourages applications from qualified women and men, members of visible minorities, native peoples and persons with disabilities. Applicants should send a curriculum vitae, statement of teaching experience and goals, and three letters of recommendation to Academic Dean J. Gibson, Algoma University College, 1520 Queen Street East, Sault Ste. Marie ON P6A 2G4. Applications should be sent immediately; this position will be filled as soon as possible, subject to final budgetary approval.

UNIVERSITY OF ALBERTA — Department of Psychology. Three Tenure-Track Assistant Professor Positions in Cognitive Neuroscience. The Department of Psychology, Faculty of Science at the University of Alberta, is seeking to expand its development in the Cognitive Neurosciences. Three tenure-track positions in Cognitive Neuroscience at the assistant professor level will be open to competition (salary range $39,230 - $55,536). The first appointment will be effective July 1, 1996. The second and third appointments will take effect July 1, 1997. Candidates should have a strong interest in neuroscience with demonstrated excellence and ongoing research programs. The expectation is that the successful candidate will secure NSERC, MRC, or equivalent funding. Hiring decisions will be made on the basis of demonstrated research capability, teaching ability, and the potential for interactions with colleagues. Applicants should have an expertise in any of the following or related areas: perception, language, neural plasticity, development and aging, attention, motor control, emotion, or memory. In accordance with Canadian Immigration requirements, this advertisement is directed at Canadian citizens and permanent residents. The applicant should send a curriculum vitae, the names of at least three references, a statement of current and future research plans, and reprints or recent publications, to the Chair of the Cognitive Neuroscience Search Committee, Department of Psychology, P-220 Biological Sciences Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. Applications for the initial competition should be received by December 31, 1995. PhD must be completed by July 1, 1996. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY COLLEGE OF THE CARIBOO — Instructor - Psychology: Teach courses in clinical and developmental psychology, as well as introductory psychology. Preference will be given to candidates who are also able to teath courses in cognition or memory. Qualifications: Masters Degree in Psychology; PhD preferred. Closing date for applications, 15 January 1996. Position start date: August 1996. The University College of the Cariboo is committed to the principle of employment equity. In accordance with Canadian Immigration laws, this ad is directed to citizens and permanent residents of Canada. Please forward current curriculum vitae, quoting competition #95-076 with names, addresses and telephone numbers of three (3) referees, along with a sopy of graduate transcripts to: Irene Bazell, Human Resources Officer, UCC, P.O. Box 3010, Kamloopr, British Columbia, V2C 5N3.

YORK UNIVERSITY. Faculty of Arts. Department of Psychology. A tenure-track position at the assistant professor level in Organizational Psychology. Of particular interest are candidates with expertise in the area of program evaluation, qualitative research methods, organizational decision making, strategy planning and change processes. Duties include teaching in both the undergraduate and graduate programs. Candidates should have a promising publication record and program of research. Enquiries and applications, with CV, three letters of reference, and relevant reprints, should be directed to: Prof. Sandra Pyke, Chair, Department of Psychology, Faculty of Arts, York University, North York, Ont. M3J 1P3. Deadline for applications is December 15, 1995. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. All positions at York University are subject to budget approval.

YORK UNIVERSITY. Faculty of Arts. Department of Psychology. A tenure-track position at the assistant professor level in Perception. Of particular interest are candidates with expertise in the area of the psychophysics of spatial vision, motion perception or colour vision and the applications of basic research to human performance. Duties include teaching in both the undergraduate and graduate programs. Candidates should have a promising publication record and program of research. Enquiries and applications, with CV, three letters of reference, and relevant reprints, should be directed to: Prof. Sandra Pyke, Chair, Department of Psychology, Faculty of Arts, York University, North York, Ont. M3J 1P3. Deadline for applications is December 15, 1995. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. All positions at York University are subject to budget approval.

SCIENCES INFIRMIÈRES

UNIVERSITÉ OE MONTRÉAL — La Faculté des sciences infirmières de l'Université de Montréal recherche deux professeures ou professeurs en sciences infirmières. Fonctions: enseignement en sciences infirmières et encadrement d'étudiants aux trois cycles; activités de recherche impostantes à titre de chercheur autonome. Exigences: détenir un doctorat en sciences infirmières ou dans une discipline connexe. Traitement: selon la convention collective. Les personnes intéressés doivent faire parvenir leur curriculum vitae, au plus tard le 15 novembre 1995, à: Mme Suzanne Kérouac, doyenne, Faculté des sciences infirmières, Université de Montreal, C.P. 6128, succursale Centre-ville, Montréal (Québec), H3C 3J7. Téléphone: (514) 343-6436, télécopieur: (514) 343-2306. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'Université souscrit à un programme d'accès à l'égalité en emploi pour les femmes.(0621)

SOCIOLOGY & ANTHROPOLOGY

CONCORDIA UNIVERSITY — The Department of Sociology and Anthropology invites applications for one (1) tenure-stream position and/or a Limited Term Appointment (pending budgetary approval) at the rank of Assistant Professor, commencing August 15, 1996. Requirements include a PhD in Anthropology, demonstrated interest in anthropological theory and ethnography, and fieldwork experience. Fields of specialization are open. The Department is, however, interected in developing strength in Central/South America or Asia, and in such topical areas as indigenous knowledge systems, sociocultural aspects of new communications technologies and visual anthropology. Candidates should have an active research programme and be prepared to teath at the undergraduate and graduate level. The appointment coincides with the September 1996 inauguration of an innovative Master's degree programme which represents a new direction in anthropology. Join us in the reconstruction of the discipline. Applications, including a statement oi research interests, curriculum vitae and letters from three referees, should be submitted to: Professor Susan Hoecker-Drysdale, Chair, Department of Sociology and Anthropology, 1455 de Maisonneuve Blvd. W., Room LB-681, Montreal, Quebec H3G 1M8. The closing date for applications is: December 15, 1995. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority.

SPANISH & LATIN AMERICAN CULTURES

UNIVERSITY OF NEW BRUNSWICK — The Department of Spanish and Latin American Cultures invites applications for a probationary tenure track position at the Assistant Professor level beginning July 1st, 1996, subject to budgetary approval. Applicants must have native or near-native fluency in Spanish, and be trained in current language acquisition methods. The successful candidate will teach elementary and advanced language. A completed PhD is preferred as well as some expertise and interest in Latin America. Interested candidates are asked to submit a curriculum vitae, an outline of present and future research directions, a summary of teaching experience and the names and addresses of three referees to: Chair, Department of Spanish and Latin American Cultures, P.O. Box 4400, University of New Brunswick, Fredericton, New Brunswick, E3B 5A3. In accordanse with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications will be accepted until position is filled. The University of New Brunswick is committed to the principle of employment equity.

SURGERY

UNIVERSITY OF SASKATCHEWAN, Neurosurgeon. The Department of Sugery invites application for a full-time appointment in the Division of Neurosurgery. The successful candidate will be appointed to the active staff of the Department of Surgery at Royal University Hospital, one of the hospitals of the Saskatoon District Health Board, and hold a full-time faculty appointment with the College of Medicine at the University of Saskatchewan. The candidate must be certified in Neurosurgery by the Royal College of Physicians and Surgeons of Canada. Applicants should have additional training and a minimum of two years experience in cerebiovascular surgery. The successful candidate will participate in the clinical and educational activities of the Division. The University of Saskatchewan is committed to the principles of employment equity and welcomes members of visible minorities, and people with deabilities are invited to identify themselves as members of these designated groupr on their applications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested candidates should submit a letter of application, current curriculum vitae and names of three references to: Dr. R.G. Keith, Chairman, Department of Surgery, University of Saskatchewan, Royal University Hospital, Saskatoon, SK S7N 0W8 Oeadline: December 31, 1995.

THEATRE

UNIVERSITY OF VICTORIA — Faculty of Fine Arts, Department of Theatre. Faculty Position in Theatre. The following position is available: Position: Artist-in-Residence, 1 July 1996 - 30 June 1998. Qualifications: An active, on-going acting career in professional Canadian theatre; at least two years experience teaching acting and speech at the post-secondary level; a graduate degree is desirable. Duties: To teach acting and speech at the undergraduate level. Salary: $40,813 per annum; two-year contract with the possibility of renewal. Application Deadline: 30 November 1995. Apply to: Dr. Gifes Hogya, Chair, Department of Theatre, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Please send letter of application, C.V., and three references. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. Women are especially encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

URBAN STUDIES

YORK UNIVERSITY, Faculty of Arts. Division of Social Science invites applications for a tenure stream appointment in Urban Studies at the Assistant Professor level. The Urban Studies Program is an interdisciplinary Social Science program offering honours undergraduate degrees in conjunction with seven Social Science departments (Anthropology, Economics, Geography, History, Political Science, Psychology and Sociology) and the faculty of Environmental Studies. The successful candidate must be able to participate in an interdisciplinary, team-taught undergraduate course on urban social life and built form, teach research methods in the context of urban study and offer one or more courses in an area of urban specialization. The successful candidate will be directed to play an active role in the development of the program. A demonstrated ability in Canadian urban research and research methods is required as well as a PhD or equivalent. Applications with curriculum vitae and names of three referees should be sent to: John Hutcheson, Chair, Division of Social Science, 5757 Ross Building, York University, North York, Ontario, M3J 1P3. Candidates should request their referees to send letters of reference directly to the Chair. Deadline for applications is November 20, 1995. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordanse with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The position is subject to budgetary approval.

VISUAL ARTS

UNIVERSITY OF OTTAWA — The Department of Visual Arts of the University of Ottawa announces the opening of a full-time, tenure-track position, at the rank of Assistant Professor, in the area of multimedia. The successful candidate will teach multimedia with emphasis on electronis technology (video, computer, etc); he or the will also be able to teach foundation level sourses. The Department offers a Bachelor of Fine Arts programme which is sommitted to studio practice and theory. Requirements: Recognized studio practice and exhibitions in multimedia; Teaching experience; M.F.A. or equivalent; Bilingualism as determined by the criteria of the University of Ottawa; Willingness to locate in the Ottawa region; Salary will be determined according to the Collective Agreement of the University of Ottawa. Starting date: July 1st, 1996. Deadline for applications: November 15th, 1995 or until appointment of a suitable candidate. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Ottawa is committed to an employment equity programme and strongly encouages applications from women. Candidates should submit their curriculum vitae, visual documentation of their work, and names of three referees to. Dr. Roger Roberge, Chairperson, Department of Visual Arts, University of Ottawa, P.O. Box 450, Stn A, Ottawa ON K1N 6N5.

UNIVERSITÉ D'OTTAWA — Le département d'Arts visuels de l'Université d'Ottawa annonce l'ouverture d'un poste de professeur(e) à temps complet au sang d'adjoint(e) sondusant à la permanence, dans le domaine du multimédia. La personne retenue aura à enseigner le multimédia (en particulier les technologies électroniques comme la vidéo et l'ordinateur), mais doit aussi être capable d'enseigner certains cours de base. Le département offre un programme de Baccalauréat en Arts visuels axé sur les pratiques d'atelier et la théorie. Exigences: Pratique reconnue et exposition dans le domaine du multimedia; Expériense dans l'enseignement; M.A.V. ou l'équivalent; La personne devra satisfaire aux exigences de l'Université d'Ottawa en matière de bilinguisme; La personne devra être prête à s'établir dans la région d'Ottawa; Le salaire sera établi selon la convention collective de l'Université d'Ottawa. Entrée en fonction: le 1er juillet 1996. Date limite des candidatures: le 15 novembre 1995 ou jusqu'à ce que le poste soit comblé. Conformément aux exigences relatives à l'immigration au Canada, se poste est offert aux personnes de citoyenneté canadienne et de résidence permanente. L'Université a une politique d'équité en matière d'emploi et encourage fortement les femmes à présenter leur candidature. Les candidatures doivent nous parvenir accompagnées d'un curriculum vitae et d'une documentation visuelle du travail, et les noms de trois personnes à qui s'adresser pour références, à l'adresse suivante: M. Roger Roberge, directeur, Département d'Arts visuels, Université d'Ottawa, C.P. 450, Succ. A, Ottawa ON K1N 6N5

WOMEN'S STUDIES

SIMON FRASER UNIVERSITY — The Women's Studies Department at Simon Fraser University is seeking a senior candidate with an outstanding academic and either professional or activist record for the Ruth Wynn Woodward Endowed Professorship in Women's Studies. This is a two-year limited term appointment which will begin in September 1996. The area of specialization is open. Applicants must have appropriate academic qualifications. Responsibilities will include teaching, public lectures and community outreach. Salary will be that of a senior scholar. In accordance with Canadian immigration requirements this advertisement is directed to people who are eligible for employment in Canada at the time of application. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Candidates should a) send a curriculum vitae and b) arrange to have sent directly three letters of reference which include an evaluation of their teaching, research, professional and community service, to: Mary Lynn Stewart, Chair, Women's Studies Department, Simon Fraser University, Burnaby, BC V5A 1S6; Phone: (604) 291-3593. Completed applications must be received by the Women's Studies Department no later than 15 January 1996.

This position is subject to final budgetary authorization.

ACCOMMODATIONS

ACCOMMODATION WANTED — Sabbatical: Professor with wife, daughter, and dog (clean and safe) looks for home near UBC or SFU HarbourCentre for a period of 12-14 months (flexible) between June 1996 and August 1997. Contact: rjbrown@eeves.uwaterloo.ca or call Rob at (519) 888-4567, Ext. 5503.

RENTAL — Central London (UK) Sept-December 1995, June-December 1996 (min. 1 month). Fully furnished studio apartment $1,000 per month including utilities. Tel 709 737 8433, EMail:jburton@morgan.ucs.mun.ca.

OTTAWA — Sabbatical rental. Bright, chic, fully equipped and furnished 2-storey condo 2 BR, 2 bath. Fireplace. 6 appliances, incl. W/D. In Byward Market, overlooking quiet park. 15 minutes to U of O by foot, or Carleton by bus. Parking available. December 95 to August 96 (dates flexible). Asking $1100. (613) 562-4654, wnorman@ark1.uottawa.ca.

SABBATICAL RENTAL — Toronto: January - July 1996. Large fully furnished one-bedroom apartment (includes office and dining areas) in high-rise security building. Exceptional view, central location in desirable area, close to subway. Rent: $901. Call (416) 926-4501 x5409 or E-mail: kelloughl@yorku.ca

VILLA FOR RENT in Southern France, Provence: Sept. 1, 1996 to May 31, 1997. Fully furnished 3 bedroom, large office/library, 1 acre, private, wooded, inground swimming pool, tennis court, 1/2 hour north of Aix-en-Provence. $1300 per mo. plus utilities. Contact: Dr. Sandra Beckett, 278 Riverview Blvd., St. Catharines, Ontario L2T 3N4 (905) 687-7315. e-mail sbeckett@spartan.ac.brocku.ca.

SABBATICAL RENTAL — Florence (Italy). Historic centre attractive one-bedroom apartment, sleeps 2/4 - Weekly Italian Lira 650.000 all incl. monthly 1.400.000 plus util. Spezzotti ..55-39-24.57.39.

The University of Manitoba
Faculty of Medicine

ASSISTANT PROFESSOR
DEPARTMENT OF PHARMACOLOGY AND THERAPEUTICS

Applications are being accepted fos a TENURE-TRACK FACULTY position at the rank of Assistant Professor. Minimum qualifications include a PhD or M.D. degree in Pharmacology or a related discipline and evidence of highly productive postdoctoral research in molecular pharmacology. The successful candidate will be expected to establish a vigorous research progsam where salaries and operating funds are received from external agencies as well as engage in undergraduate and graduate teaching. The salary range for this position is $40,000 to $50,000. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people and persons with disabilities. The University offers a smoke-free work environment, save for specially designated areas. This advertisement is directed to Canadian citizens and pesmanent residents of Canada. Please send letter of application, curriculum vitae and three letters of reference to: **Dr. Gary B. Glavin, Acting Head, Department of Pharmacology and Therapeutics, Faculty of Medicine, University of Manitoba, 770 Bannatyne Avenue, Winnipeg, Manitoba, Canada, R3E 0W3**; TEL: (204) 789-3355; FAX: (204) 783-6915; E-MAIL: GLAVIN@CC.UMANITOBA.CA. Closing date: **December 31, 1995.**

ADVERTISE TODAY!

An ad in the Bulletin reaches academics across Canada and around the world.

Call Stella Cosentino at 613.820.2270

Fax: 613.820.2417
E-Mail: cosent@caut.ca

Dean of the Faculty of Education

Nipissing University invites applications and nominations for the position of Dean of the Faculty of Education.

Applicants should have strong academic and professional qualifications and demonstrated administrative and leadership ability

Nipissing University is Canada's newest university having received its Charter in December, 1992 after 25 years of affiliation with Laurentian University. Nipissing University has two Faculties: Arts and Science, and Education, with a combined total full-time equivalent enrolment of 2400 students. The University is located in North Bay, 320 km north of Toronto

The Faculty of Education offers (i) a one-year "after degree" BEd program to 379 full-time students leading to professional certification in Ontario at the Primary-Junior, Junior-Intermediate and Intermediate-Senior levels, (ii) a full range of in-service courses to over 1800 part-time students throughout Northern Ontario, and (iii) a unique, part-time program leading to a Master of Education degree.

The Faculty currently has 24 full-time faculty members and a large number of part-time and associated instructors.

Applications, accompanied by a current curriculum vitae and the names of three referees, should be submitted by **December 1, 1995**. Salary is commensurate with qualifications and experience. The starting date is **July 1, 1996.**

Please submit applications to:

Dr. David Marshall
President
Nipissing University
100 College Drive
Box 5002
North Bay, ON P1B 8L7

NIPISSING UNIVERSITY

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Nipissing University is an equal opportunity employer.

Queen's University at Kingston
Postdoctoral Fellowship in the Humanities

Queen's University announces a fellowship for scholars who have recently completed or are about to complete doctoral studies in the humanities, broadly conceived. Candidates with new perspectives, who can place specialized enquiry within a larger intellectual or cultural context, are especially encouraged to apply. Fellowships are tenable for two years with a stipend of $39,500 for the first year and a research allowance of $2,000. While most of their time is devoted to research, fellows are normally expected to teach one full course in an appropriate discipline. Applicants should send a curriculum vitae and an outline, not exceeding 1,000 words, of their proposed research to **Dr. Patrick O'Neill, Associate Dean, Faculty of Arts and Science, Queen's University, Kingston, Ontario K7L 3N6**. Three referees should be asked to send supporting letters directly to the same address. The deadline for completed applications is **January 5, 1996**. Les francophones, ainsi que les anlophones, sont invité(e)s à poser leur candidature. Queen's University has an employment equity programme, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities.

Dalhousie University
Tenure-Track Position in Women's Health and Childbearing Families
School of Nursing

Applications are invited for a full-time tenure-track position with rank and salary appropriate to qualifications and experience. The School offers programs of study as the undergraduate and master's levels, and is located within a large metropolitan university with excellent affiliated clinical practice and research facilities.

A funded joint appointment is available with the newly amalgamated Grace Maternity/Izaak Walton Killam Hospitals, focusing on leadership in clinical nursing research in women's health and childbearing families. Academic responsibilities will be with the graduate program and with an innovative collaborative projects to offer BSc(N) courses with a clinical focus in perinatal nursing via distance education for Post RN students.

Minimum academic preparation and qualifications include master's degree in nursing and an earned doctorate in nursing or related discipline; eligibility for Registered Nurses Association of Nova Scotia registration; significant teaching experience; and evidence of a well-developed area of practice and research in the care of women's health and childbearing families.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, Aboriginal peoples, racially visible persons, and persons with disabilities.

Interested and qualified persons should submit a cover letter, and updated curriculum vitae, a copy of their current registration and the names of three referees, including most recent employer to the Director's office, Dalhousie University, School of Nursing, Halifax, Nova Scotia B3H 3J5.

Position will begin as soon as possible.

Transitions

CAUT Librarians' Conference · February 29 to March 2, 1996 · Montreal, Quebec
Colloque des bibliothécaires de l'ACPPU · Du 29 février au 2 mars 1996 · Montréal, Québec

THEME
Academic Librarianship in Transition

The CAUT Librarians' Committee's fourth biennial conference will deal with the theme of academic librarianship in transition. Plenary sessions will treat issues of leadership, trends, strategies and visions for academic librarians and libraries at Canadian universities. Concurrent workshops will address matters of the changing post-secondary education system in Canada, reorganization, restructuring and government intervention.

Other sessions will consider the contractual definition of duties, the impact of performance indicators, job security and tenure.

There will be additional workshops on workload, association solidarity, academic staff development and compensation. This forum provides an excellent opportunity to exchange ideas and concerns about the future activities of academic staff and their terms and conditions of employment.

KEYNOTE
"Leadership Issues for Academic Librarians in a 'Fin de Siècle' Context: Political and Strategic Perspectives"

PLENARY
Trends, Strategies and Visions — Academic Librarianship in Transition

CONCURRENT SESSIONS
- Post-Secondary Education, Change and the Information Resources Sector in Transition
- Reorganization and Restructuring in Canadian Universities and Academic Libraries
- Government Intervention and Performance Indicators: Friend or Foe?
- Contractual Definition of Duties and Performance Indicators
- Organizing Librarian Representation
- Job Security and Tenure
- Workload Models *(Session in French)*
- Association Solidarity
- Compensation, Leaves and Other Benefits for Academic Staff

CONFERENCE FEES
Before January 29 $300 Additional Delegates $275
After January 29 $350 Addtional Delegates $325

HOTEL RATE
Le Château Champlain $89 *(single/double/taxes excluded)*

THÈME
La profession de bibliothécaire d'université en transition

Le thème du quatrième colloque biennal du Comité des bibliothécaires de l'ACPPU portera sûr la profession de bibliothécaire d'université en transition. Dans les séances plénières, des questions comme les tendances, les stratégies et les perceptions des bibliothécaires et des bibliothèques d'université au Canada seront abordées. Des séances simultanées porteront sur l'évolution du secteur de l'enseignement postsecondaire au Canada, sur la réorganisation, la restructuration et l'intervention du gouvernement.

D'autres séances traiteront de la définition contractuelle des tâches, des indicateurs de rendement, de la sécurité d'emploi et de la permanence.

Des ateliers supplémentaires seront offerts sur la tâche, la solidarité d'une association, le perfectionnement du corps universitaire et la rémunération. Le colloque est une excellente occasion pour les bibliothécaires d'échanger des idées et des préoccupations sur leurs activités futures et leurs conditions d'emploi.

ALLOCUTION PRINCIPALE
«Questions de leadership dans un contexte de fin de siècle pour les bibliothécaires d'université : perspectives politiques et stratégiques»

PLÉNIÈRE
Les tendances, les stratégies et les perceptions — la profession en transition

SÉANCES SIMULTANÉES
- L'enseignement postsecondaire, le changement et le Secteur des ressources en information en transition
- La réorganisation des universités canadiennes et de leurs bibliothèques
- L'intervention du gouvernement et les indicateurs de rendement : amis ou ennemis?
- La définition contractuelle des tâches et les indicateurs de rendement
- Organiser la représentation des bibliothécaires
- La sécurité d'emploi et la permanence
- Des modèles de charge de travail *(Séance en français)*
- La solidarité d'une association
- La rémunération, les congés et autres avantages du personnel universitaire

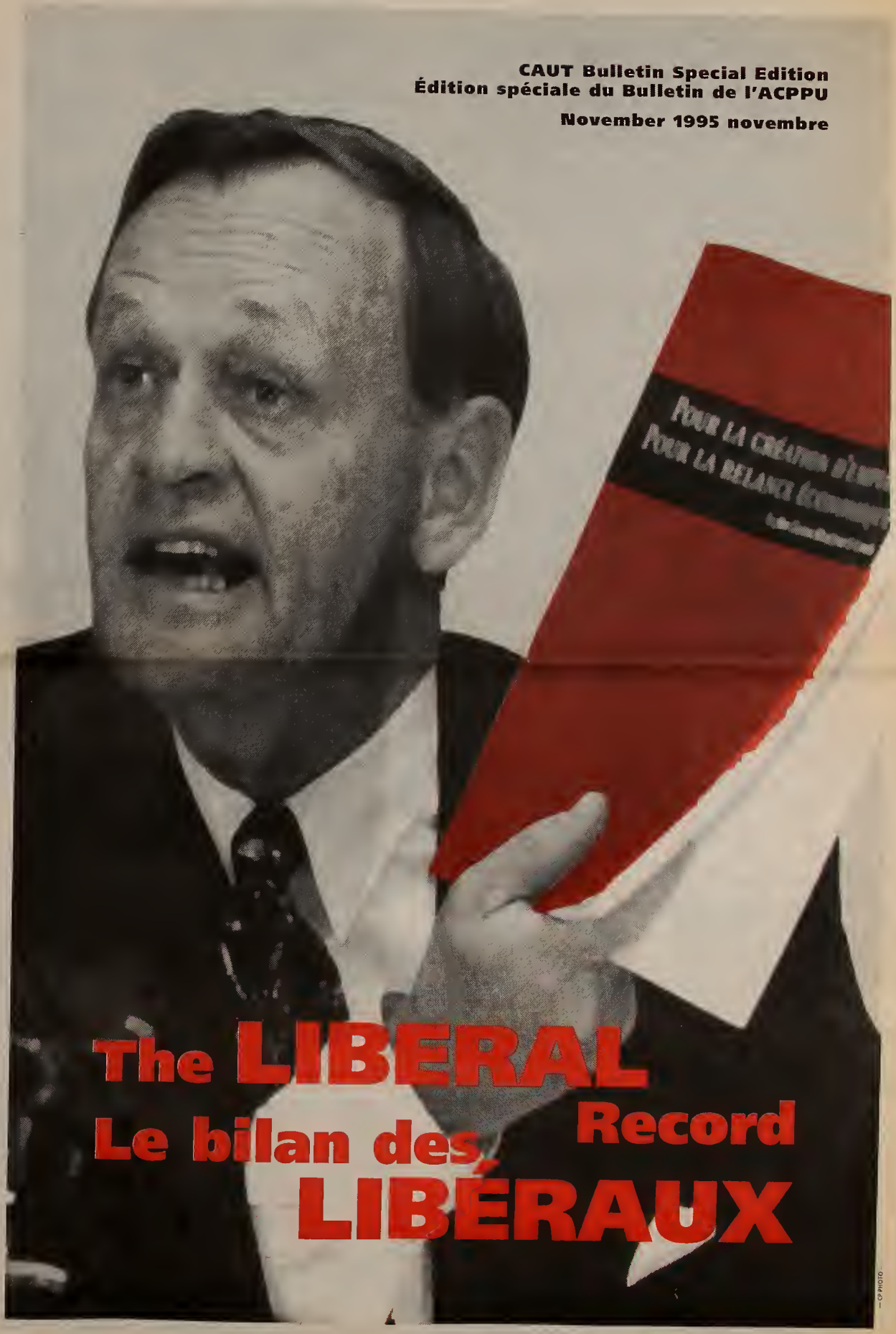
FRAIS D'INSCRIPTION
Avant le 29 janvier 300 $ Délégués supplémentaires 275 $
Après le 29 janvier 350 $ Délégués supplémentaires 325 $

TARIF DE L'HÔTEL
Le Château Champlain 89 $ *(simple/double/taxes en sus)*

For more information please contact Nancy Gordon 613.820.2270
Pour information, veuillez communiquer avec Nancy Gordon 613.820.2270

CAUT Bulletin Special Edition
Édition spéciale du Bulletin de l'ACPPU

November 1995 novembre



The LIBERAL Record
Le bilan des LIBÉRAUX

— CP PHOTO —

Avant-propos

Enseignement postsecondaire : les promesses fédérales s'envolent

Par Joyce Lorimer

LE MESSAGE DE LLOYD AXWORTHY AUX membres de l'ACPPU a une résonance netrement élégiaque. Si vous le lisez attentivement, vous constaterez que toutes les mentions au *Livre rouge* sont au passé. Rien de surprenant à cela puisque très peu des promesses du gouvernement libéral relatives à l'enseignement postsecondaire ont survécu au couperet de M. Martin.

À l'exception des améliorations apportées au Programme canadien de prêts aux étudiants, les universitaires n'ont pas de quoi se réjouir du bilan des Libéraux. Il n'y a rien de réconfortant à lire que les compressions imposées aux conseils subventionnaires auraient pu être pires. Comment M. Axworthy peut-il croire que le Transfert canadien en matière de santé et de programmes sociaux (TCSPS) «met en évidence l'importance de l'enseignement postsecondaire en tant qu'élément d'un ensemble intégré de politiques et de programmes sociaux».

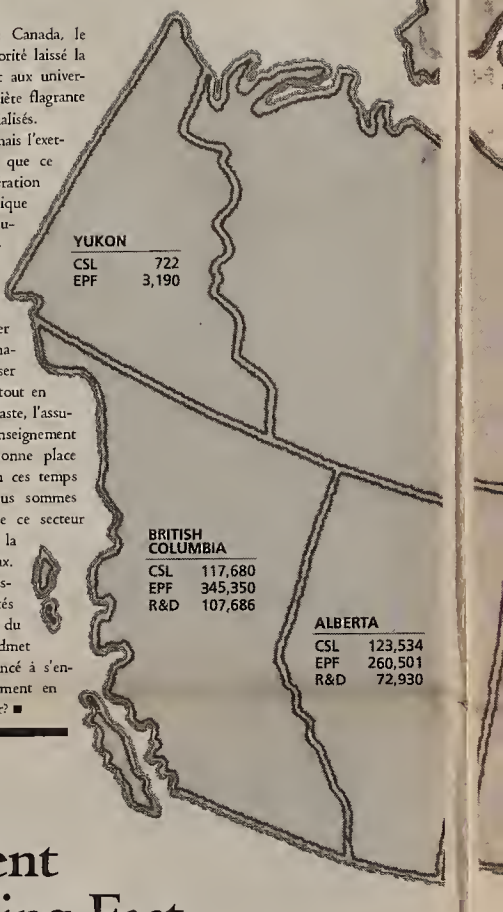
Quelque soit le message que M. Axworthy tente de faire passer, la collectivité universitaire sait déjà ce qu'il veut vraiment dire lorsqu'il veut donner «plus de latitude aux provinces dans la gestion et le financement de leurs propres systèmes d'enseignement postsecondaire». Le refus constant de son gouvernement à ajouter l'éducation dans le titre du nouveau transfert global reflète bien l'attitude de renonciation qu'il a adoptée dans son rôle crucial de maintien de normes nationales en enseignement supérieur.

Les lecteurs ont sans doute remarqué avec quelle prudence M. Axworthy esquive la question de l'avenir de l'examen des sciences et de la technologie. Il est vrai que cet examen aurait dû faire avancer l'avenir de la recherche et du développement dans les universités. Les participants aux consultations ont souligné l'importance capitale de la recherche pure et appliquée en sciences, en sciences sociales et humaines pour le bien-être socio-économique du Canada. Le rapport n'a pas encore vu le jour, fort probablement parce que les participants ont pris leur travail au sérieux et qu'ils ont dit au gouvernement le fond de leurs pensées et non ce qu'il voulait bien entendre.

M. Axworthy a raison. Le *Livre rouge* portait sur les modifications nécessaires à apporter pour réussir à l'échelle nationale et il identifiait un tôle crucial pour les universitès à ce chapitre. Les gouvernements libéraux antérieurs ont toujours considéré l'investissement dans l'enseignement postsecondaire comme un investissement dans l'avenir du Canada. Les réalisations des universités canadiennes leur ont donné raison. Les Canadiens et Canadiennes reconnaissent qu'un grade universitaire est la meilleure garantie pour un avenir raisonnablement prospère et en santé. La hausse considérable des effectifs étudiants depuis dix ans et les statistiques d'embauche après les études le prouvent.

Si l'on en croit les représentants du secteur privé, nous formons la main-d'oeuvre qu'ils souhaitent, soit des personnes instruites dotées d'une souplesse intellectuelle et s'adaptant à n'importe quel emploi que le marché leur offre au lieu d'étudiants ayant des compétences particulières et qui devront se recycler lorsque la demande pour leur spécialité disparaîtra. D'après les faits et les statistiques sur la recherche au Canada, le secteur privé a en grande majorité laissé la recherche et le développement aux universités, ce qui contraste de manière flagrante avec de nombreux pays industrialisés.

Il est triste de constater, mais l'exercice est instructif à la fois, que ce soit l'Organisation de coopération et de développement économique (OCDE) qui louange la révolution accomplie par les universités canadiennes depuis les années cinquante à la place de notre gouvernement fédéral. Comme le fait remarquer l'OCDE, les universités canadiennes ont réussi à démocratiser l'accès aux études supérieures tout en haussant les normes. Par contraste, l'assurance de M. Axworthy que «l'enseignement postsecondaire figurera en bonne place parmi nos priorités, même en ces temps d'austérité financière, car nous sommes conscients de l'importance de ce secteur pour l'économie, la culture et la société canadiennes» sonne creux. Vous remarquerez que son message ne dit plus que les universités sont le moteur de l'économie du savoir. Serait-ce parce qu'il admet que son gouvernement a renoncé à s'engager à le ravitailler suffisamment en combustible pour le faire rouler? ■



CAUT ACPPU BULLETIN

President/Présidente: Joyce Lorimer
Executive Director/Directeur général: Donald C. Savage
Associate Executive Director/ Directeur général associé: Gordon Piché
Managing Editor/Rédactrice en chef: Liza Duhaime
Editorial Assistant/Adjointe à la rédaction: Louise D'Anjou
Advertising and Circulation/Publicité et diffusion: Stella Cosentino
Translation/Traduction: Louise Caron
Graphic Design/Graphisme: Kevin Albert

Published by the Canadian Association of University Teachers, 2675 Queensview Drive, Ottawa, Ontario K2B 8K2 613/820-2270.
Copyright: Reproduction without written permission by the publisher and author is forbidden. All signed articles express the view of the author. CAUT Guidelines and Policy Statements are labelled as such.
The CAUT Bulletin is published the first week of each month September through June. Average distribution 31,000. Indexed in the Canadian Education Index. ISSN 0007-7887.

Publié par l'Association canadienne des professeures et professeurs d'université, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2 613/820-2270.
Droit d'auteur: Il est interdit de reproduire des articles sans l'autorisation de l'éditeur et de l'auteur. Tous les articles signés n'engagent que leurs auteurs. Les énoncés de principes et les directives de l'ACPPU sont présentés comme tels.
Le Bulletin de l'ACPPU est publié la première semaine de chaque mois de septembre à juin. Tirage moyen : 31 000. Répertorié dans le Répertoire canadien sur l'éducation. ISSN 0007-7887.

Introduction

Federal Commitment to PSE Fading Fast

By Joyce Lorimer

LLOYD AXWORTHY'S MESSAGE TO CAUT members has a distinctly elegiac sound to it. If you read it carefully you will note that most of the references to the *Red Book* are made in the past tense. That is hardly surprising since very few of the Liberal government's promises as regards post-secondary education in this country survived Mr. Martin's axe.

With the exception of the improvements to the Canada Student Loans Program, academic staff can take little joy in the Liberal record. It is no comfort to read that cuts to the granting councils could have been worse. It is hard to see how Mr. Axworthy can believe the new CHST "stresses the importance of post-secondary education as part of an integrated set of policies and programs."

Whatever spin Mr. Axworthy may try to put upon it, the post-secondary community already knows what allowing "the provinces greater flexibility in the financing and management of their post-secondary systems" really means. His government's consistent refusal to add education to the title of the new block transfer is symbolic of the federal government's abdication of its crucial role in maintaining national standards in higher education.

Readers might also note Mr. Axworthy's careful hedging on the future of the Science and Technology Review. It is true that it "should" have furthered the future of research and development in the universities. Those who attended the consultations underlined the critical importance of pure and applied research, in both the sciences and the social sciences and humanities, to the social and economic wellbeing of Canada. The report has yet to see the light of day, very probably because those who were involved took their job seriously, and told the government what they truly thought, rather than what it wanted to hear.

Mr. Axworthy is quite correct. The *Red Book* was about the changes necessary for national success and it did identify a crucial role for the universities in that process. Past Liberal governments have always regarded investment in post-secondary education as an investment in the future of Canada. The achievements of Canada's universities proved them to be right. As the significant increase in enrolment figures in the past decade and the post degree employment statistics demonstrate, Canadians recognize that a university degree has been, and continues to be, the best guarantee of a healthy and reasonably prosperous future.

If the representatives of the private sector are to be believed, we do produce what they want — well educated individuals with the intellectual flexibility to adjust to whatever the job market throws at them rather than students with particular skills who will require retraining when the demand for their specialty disappears. The facts and figures about Canadian research indicate that the private sector has largely abdicated research and development to the universities, in marked contrast to what is happening in many other industrialized countries.

If is sad but instructive that it should be the Organization for Economic Co-operation and Development, not our own federal government, which has taken the trouble to praise the revolution achieved by Canadian universities since the 1950s. As the OECD notes, Canadian universities have managed to democratize entry while raising standards. Mr. Axworthy's assurances that "post-secondary education will figure highly in our priorities, even in this time of restraint. We understand the importance of this sector to Canada's economy, society and culture," ring hollow, by contrast. Note that his message no longer uses the metaphor that universities are the engines of the "knowledge economy." Could it be because he recognizes that his government has abdicated any commitment to providing them with sufficient fuel to run? ■

Federal Transfers to the Provinces, 1993-94

The accompanying map of Canada documents federal transfer payments (in thousands of dollars) to each province.

Note:

CSL — Value of loans negotiated under the Canada Student Loans Program.
* Both Quebec and N.W.T. have opted out of the CSL Program.

EPF — Established Programs Financing cash transfer entitlements for post-secondary education.
** In Quebec more tax is paid to the provincial government than to Ottawa, and as a result the Quebec transfer entitlement is low by comparison. However, the figure supplied for the Quebec entitlement on its own is misleading. The Quebec entitlement of $399,917 combined with the Quebec abattement (ABT) of $356,496 (1993-94) brings the total to $756,413.

R&D — Federal grants and contracts for sponsored research in the universities.

N.W.T.*

EPF	5,639

ATLANTIC

N.B.

CSL	42,419
EPF	79,155
R&D	12,479

NFLD.

CSL	36,651
EPF	61,210
R&D	19,043

N.S.

CSL	44,614
EPF	97,498
R&D	36,043

P.E.I.

CSL	6,334
EPF	13,944
R&D	974

MANITOBA

CSL	38,122
EPF	117,832
R&D	27,313

SASK.

CSL	$3,382
EPF	105,974
R&D	26,428

QUEBEC*

EPF	399,917
ABT**	356,496
R&D	236,146

ONTARIO

CSL	$42,803
EPF	987,963
R&D	334,305

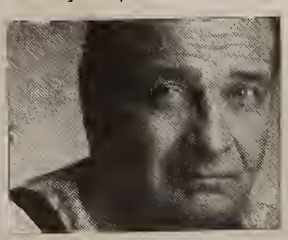
Inside ■ À l'intérieur

Message d'Axworthy	4
Axworthy's Message	5
Étudiants	6
Students	7
Federal Budget	9
EPF	10
Canadianization	12
R&D	13
RetD	14
Bookshelf	19

▲ The Key to Our Success as a Nation **5**

Nouveau Program canadien de prêts aux étudiants ▼ **6**

The Great Betrayal ▼ **10**



S&T — Top Priority for the Feds? ► **13**

Message d'Axworthy à l'ACPPU

Le plan d'action libéral pour le Canada

Le Canada a toujours su s'adapter aux changements et surmonter l'adversité. Ce sera aussi la clé de notre avenir.

C'EST PAR CES MOTS QUE DÉBUTAIT le message que le premier ministre Jean Chrétien a livré aux Canadiens et Canadiennes en 1993 dans le document *Pour la création d'emplois — Pour la relance économique*, qui exposait le plan d'action du Parti libéral pour le Canada. Les citoyens ont réagi à ce message. Ils comprennent que le gouvernement fédéral a un rôle essentiel à jouer dans le développement économique et social de notre pays. Ils attendent de nous que nous remplissions ce rôle à l'intérieur d'un cadre financier conséquent.

Le monde a énormément changé depuis les années 60 et 70, époque où ont été établis beaucoup de nos programmes et priorités de dépenses actuels. Notre économie est en train de se transformer. L'économie mondiale également. Nos besoins sociaux ne sont plus les mêmes et le contexte fédéral-provincial est lui aussi en train de changer.

Le Livre rouge se voulait une réaction à ces changements. Tourné vers l'avenir, il proposait un plan d'action pour stimuler la création d'emplois et la croissance économique selon une façon de gouverner conforme aux réalités des années 90. Nous y avons cerné des domaines précis où le gouvernement fédéral pourrait améliorer les choses, soit en intervenant lui-même soit en agissant comme élément déclencheur.

Le Livre rouge était aussi ancré dans la réalité financière. Nous nous sommes engagés à reprendre la maîtrise du déficit, la première étape consistant à en ramener la taille à 3 p. 100 du produit intérieur brut en 1997. Cela supposait une nouvelle façon de faire les choses. Nous avons clairement dit que pour avoir de l'argent à dépenser pour répondre aux nouveaux besoins il faudrait remettre en question des choix faits dans le passé en matière de dépenses.

Notre détermination à répondre d'abord aux priorités actuelles et la réalité financière à laquelle nous sommes confrontés sont deux facteurs qui ont largement défini le contexte dans lequel ont été prises nos décisions concernant l'enseignement postsecondaire.

Beaucoup de ces décisions ont trait à de nouvelles préoccupations, en matière d'éducation, qui nécessitent l'attention des gouvernements. Il faut, par exemple, offrir aux Canadiennes et aux Canadiens de meilleures possibilités de continuer de s'instruire toute leur vie durant dans des domaines correspondant à leurs intérêts. Il faut aussi améliorer les mécanismes mis en place pour aider les jeunes à faire la transition entre l'école et le marché du travail. Les gens ont également besoin de l'aide concrète que peuvent leur apporter des programmes sociaux qui améliorent l'employabilité.

Le gouvernement fédéral a agi. Un des engagements pris dans le Livre rouge était de rendre plus facile pour les jeunes la transition de l'école au marché du travail. Nous y avons donné suite en établissant Jeunes stagiaires Canada et Service jeunesse Canada. Depuis l'annonce de l'établissement de Jeunes stagiaires Canada, en avril 1994, nous avons accordé de l'aide financière à certaines universités pour qu'elles mettent sur pied des programmes combinant l'enseignement théorique et la formation en milieu de travail.

Le Service jeunesse Canada contribue à la formation professionnelle de nombreux jeunes dans le cadre de projets à caractère social, environnemental ou communautaire. Un élément caractéristique de ce programme est l'attribution aux participants qui persévèrent jusqu'à la fin de projets de bons d'études qu'ils peuvent utiliser pour payer de futurs frais de scolarité ou rembourser des prêts d'études.

Les engagements pris dans le Livre rouge ne constituaient que le début d'un important changement d'orientation à l'égard des programmes sociaux. Le processus de réforme du système de sécurité sociale que j'ai enclenché en janvier 1994 a donné lieu à de vastes consultations. Un des points saillants de ces consultations a été la série de colloques d'orientation que nous avons organisée. Nous en avons tenu un à Calgary pour discuter des enjeux et des choix à faire dans le domaine de l'enseignement postsecondaire.

Plus de 100 000 Canadiens et Canadiennes ont participé à nos consultations sur la réforme du système de sécurité sociale. Ils nous ont dit qu'ils attachaient beaucoup de valeur aux programmes sociaux mais qu'ils reconnaissaient en même temps l'existence d'un réel besoin de changement. Ils approuvaient aussi nos objectifs, dont celui de trouver de meilleurs moyens d'aider les gens à augmenter leur employabilité.

Le Transfert canadien en matière de santé et de programmes sociaux (TCSPS) fait partie de la solution. Il met en évidence l'importance de l'enseignement postsecondaire en tant qu'élément d'un ensemble intégré de politiques et de programmes sociaux. À compter du 1er avril 1996, il regroupera en un seul paiement les sommes que le gouvernement fédéral verse aux provinces et aux territoires pour le financement des programmes de santé, de l'enseignement postsecondaire, des programmes d'assistance sociale et des services sociaux.

Bien que le TCSPS constitue une nouveauté, il importe de souligner un fait. Il maintient le mode de financement global qui existe depuis 1977 pour l'enseignement postsecondaire. Il donnera plus de latitude aux provinces dans la gestion et le financement de leurs propres systèmes d'enseignement postsecondaire.

Les interventions du gouvernement fédéral dans le domaine de l'éducation ont porté sur de nombreux points particuliers. Certaines des plus importantes ont trait aux programmes fédéraux qui favorisent l'accès à l'enseignement postsecondaire.

J'ai récemment annoncé qu'une série d'améliorations seraient apportées au Programme canadien de prêts aux étudiants afin de venir en aide aux étudiants les plus nécessiteux. Ces mesures répondent à des préoccupations exprimées durant les consultations sur la réforme de la sécurité sociale sur des points comme l'accessibilité, la flexibilité et la responsabilisation.

Nous sommes en train d'élaborer une Stratégie de gestion de la dette des étudiants en prenant avis de représentants du milieu de l'enseignement postsecondaire. Nous avons établi un système de subventions pour initiatives spéciales qui viendra en aide aux étudiants à temps partiel particulièrement nécessiteux, à des femmes inscrites à certains programmes de doctorat et aux étudiants ayant des handicaps permanents.

L'élargissement du Régime d'exemption d'intérêts atténuera les préoccupations des étudiants relativement au remboursement de leur dette à la fin de leurs études. Des changements ont aussi été apportés au Régime de prêts d'études à temps partiel pour faire en sorte que les étudiants ne fassent désormais que des paiements d'intérêts durant leurs études. Ils ne commenceront à rembourser le principal que six mois après la fin de leurs études.

De nouvelles conditions de financement ont été établies qui feront assumer par les institutions financières les pertes attribuables au non-remboursement de prêts. Quant à la détermination de l'admissibilité à des prêts, elle demeurera la responsabilité des agents de l'aide financière aux étudiants du postsecondaire et des gouvernements.

Ces changements sur le plan de l'aide aux étudiants font suite à des mesures initiales que j'ai prises en 1984, notamment l'augmentation de 105 $ à 165 $ de la limite hebdomadaire des prêts, l'augmentation de 2 500 $ à 4 000 $ de la limite des prêts d'études à temps partiel et l'adoption d'une nouvelle méthode d'évaluation des besoins des étudiants qui tient compte de particularités régionales.

Nous avons aussi amélioré l'accès des autochtones à l'instruction. Comme il s'y était engagé dans le Livre rouge, le gouvernement a ajouté 20 millions $ en 1994-1995 et pour les années ultérieures au budget de base prévu à cet effet, afin d'augmenter le nombre anormalement faible d'étudiants autochtones inscrits à des programmes d'études de niveau postsecondaire. Depuis 1993-1994, ce budget a grossi de 48 millions $, ce qui représente une augmentation de 22,5 %.

Les transferts aux provinces et l'aide aux étudiants sont deux volets importants de la contribution du gouvernement fédéral au financement de l'enseignement postsecondaire. Le troisième est la recherche et le développement, dont le Livre rouge souligne l'importance dans une économie innovatrice. Comme dans tout autre domaine visé par notre plan d'action, nous avons pris des engagements sur des points précis.

Nous avons constaté l'existence de très sérieuses lacunes aux niveaux de la recherche et du développement dans le secteur privé et de fonctions stratégiques comme le recensement, la diffusion et la promotion des innovations technologiques. Nos engagements étaient axés sur la nécessité d'accroître les liens de coopération en recherche et développement pour combler ces lacunes. Nous y avons donné suite par des efforts visant à améliorer les partenariats entre les organismes de recherche, les conseils subventionnaires et le secteur privé. L'examen des programmes fédéraux dans le domaine des sciences et de la technologie devrait également intensifier ce processus.

Le programme de partenariats technologiques que nous avions promis dans le Livre rouge a été annoncé en mars 1995. Ce programme fera participer les PME canadiennes à l'activité de recherche universitaire. L'établissement du réseau technologique canadien a été annoncé en 1994, et il entrera en activité cet automne. Il fera fond sur le potentiel de diffusion et de transfert de technologies des universités, des gouvernements, du secteur privé, du Programme d'aide à la recherche industrielle du Conseil national de recherches et d'autres intervenants.

Nous avons augmenté le nombre de réseaux de centres d'excellence qui sont financés par les trois conseils subventionnaires. Comme presque tous les éléments de l'administration fédérale, ces organismes ont été touchés par les compressions budgétaires, mais dans une moindre mesure, étant donné l'importance que le gouvernement attache à la formation et à la recherche universitaires.

La plupart des ministères fédéraux soutiennent des activités de recherche et certaines autres activités particulières au niveau postsecondaire. Les examens de programmes effectués dans les ministères ont mené à d'importantes modifications des priorités de dépenses et d'exploitation. Dans certains cas, cela s'est traduit par des réductions de budgets. Dans d'autres, il a fallu trouver des moyens de dépenser plus efficacement. Dans tous les cas, cela a montré notre détermination à réorienter les dépenses fédérales de façon à répondre aux priorités actuelles.

Dans le domaine des arts et de la culture, le gouvernement fédéral a pris une série de mesures qui ont un rapport avec l'enseignement postsecondaire. Par exemple, les modifications apportées à la *Loi sur le droit d'auteur* comprendront des exceptions pour les établissements d'enseignement, les bibliothèques, les archives et les musées. Nous sommes en train de mettre en place des mécanismes qui augmenteront le contenu canadien sur l'autoroute de l'information. Des organismes utilisent présentement de nouvelles technologies pour faire connaître à beaucoup plus de gens la culture et le patrimoine canadiens.

Les réalités financières ont eu un effet sur le niveau de l'aide financière que nous pouvons offrir aux organisations qui oeuvrent dans le domaine des arts et de la culture, y compris nos institutions nationales. Nous examinons actuellement de nouvelles possibilités de partenariat ainsi que des solutions fiscales innovatrices qui pourraient aider à fournir à ce secteur l'aide financière dont il a besoin et qu'il mérite.

L'établissement de nouvelles priorités pour le gouvernement a été un exercice difficile, mais nécessaire. Il ne serait pas possible de répondre aux besoins des années 90 en maintenant les structures de dépense des années 70. Depuis la publication du Livre rouge, et dans le cadre ensuite des examens du système national de sécurité sociale et des programmes dans le domaine des sciences et de la technologie, de l'examen général des programmes fédéraux et de ses deux premiers budgets, le gouvernement fédéral a centré ses actions sur les stratégies à établir pour optimiser la création d'emplois et la croissance économique.

L'enseignement postsecondaire figurera en bonne place parmi nos priorités, même en ces temps d'austérité financière, car nous sommes conscients de l'importance de ce secteur pour l'économie, la culture et la société canadiennes.

Nous sommes conscients également de l'importance de la contribution des hommes et des femmes qui oeuvrent dans le milieu universitaire canadien. C'est souvent vers vous que nous nous tournons pour obtenir des avis porteurs de solutions aux problèmes auxquels le pays est confronté. Les liens de coopération que nous avons établis avec vous seront profitables à tous les Canadiens et Canadiennes. ■

Axworthy's Message to CAUT

The Key to Our Success as a Nation

The key to our success as a nation has been our ability to face change, adapt to it, and prevail. That will be the key to our future.

THAT WAS THE OPENING PARAGRAPH of Prime Minister Jean Chrétien's message to Canadians in *Creating Opportunity*, our party's 1993 plan for Canada. Canadians responded. They understand that the federal government has an essential role to play in the economic and social development of our country. They expect us to play that role within a fiscal framework that makes sense.

The world has changed enormously since the 1960s and 1970s, when many of our existing programs and spending priorities were established. Our economy is changing. The world economy is changing. Our social needs are changing. Our federal-provincial environment is changing.

The Red Book was about those changes. It looked ahead with an action plan to create jobs and growth based on a 1990s approach to government. Throughout that plan, we identified specific actions in which the federal government could make a difference, either by itself or as a catalyst.

At the same time, the Red Book was grounded in fiscal reality. We promised to control the deficit, bringing it down to 3% of Gross Domestic Product by 1997 as a first step. That meant innovative approaches. We were clear that spending money to meet new needs would mean rethinking spending choices that had been made in the past.

Our commitment to meeting today's priorities first, and the fiscal reality we face, have both set the context for our decisions affecting post-secondary education.

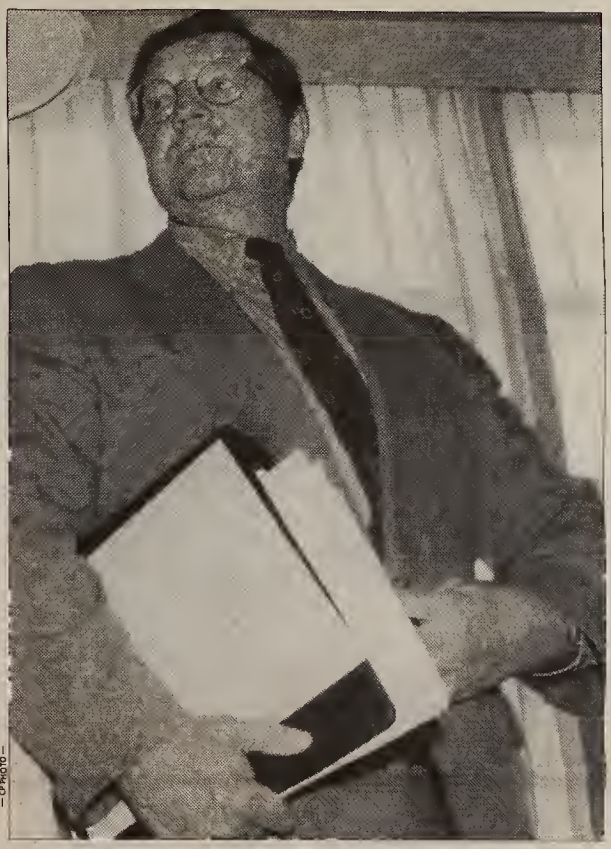
Many of those decisions relate to emerging learning issues that require attention from governments. For example, Canadians need better access to relevant learning opportunities throughout their lives. Young people need better processes to help them make the transition from school to work. People need concrete help from social programs that improve employability.

The federal government has responded. One Red Book commitment was to improve the transition from school to work for young people. We followed through with Youth Internship Canada and Youth Service Canada (YSC). Since the announcement on Youth Internship Canada in April, 1994, we have funded a number of universities to develop new programs that combine classroom education with on-the-job training.

Youth Service Canada supports training through social, environmental and community development projects. One unique feature of YSC is a voucher for participants completing a project. It can be used to help pay subsequent tuition costs, or to help repay a student loan.

Those commitments were only the start of new approaches to social programs. The social security reform process that I began in January, 1994 included extensive consultations. One highlight was a series of policy colloquia. We held one in Calgary to discuss issues and choices for post-secondary education.

More than 100,000 Canadians participated in our consultations on social security reform. They told us that they both valued social programs, while seeing a real need for change. They supported our goals that included focusing on better ways to help Canadians improve their employability.



CP PHOTO

One part of that response will be the Canada Health and Social Transfer (CHST). The CHST stresses the importance of post-secondary education as part of an integrated set of social policies and programs. It will consolidate federal support to provinces and territories for health, post-secondary education and social assistance and services, effective April 1, 1996.

Although the CHST is new, it is important to underline one fact. It continues the integrated block funding approach that has been in place for post-secondary education since 1977. It will allow the provinces greater flexibility in the financing and management of their post-secondary systems.

Federal action in the area of education has extended to many specific issues. Some of the most important relate to our programs that encourage access to this level of education.

I recently announced a series of improvements to the Canada Student Loans Program to assist students most in need. These responded to concerns about accessibility, flexibility and accountability that were identified during the social security reform consultations.

We are developing a Student Debt Management Strategy with the input of representatives of the post-secondary community. We have introduced a system of Special Opportunity Grants for high-need part-time students, women in certain doctoral studies, and students with permanent disabilities.

Expansion of interest relief will help deal with student concerns over debt loads after graduation. Changes to the part-time loan program will mean that students will now make only interest payments during studies. Payments of principal will not begin until six months after the completion of studies.

New financing arrangements will shift accountability for defaulted loans to financial institutions, while determination of loan eligibility will still rest with post-secondary financial aid officials and governments.

These changes to student assistance built on initial steps I took in 1994. They included an increase in the weekly loan limit from $105 per week to $165, an increase in the ceiling on part-time loans to $4,000 from $2,500, and a new regionally sensitive method of assessing student need.

Access has also improved for Aboriginal students. Consistent with the government's commitment in *Creating Opportunity*, an additional $20M was added to the base budget in 1994-95 and future years to address the backlog of post-secondary education students. Since 1993-94 the post-secondary budget has increased by $48M. This represents an increase of 22.5%.

Transfers to provinces and student aid are two major parts of federal support for post-secondary education. The third is research and development. The Red Book underlined its importance to an innovative economy. As in all areas of our agenda, we made focused commitments.

We saw critical gaps in private sector research and development and in strategic functions, such as gathering, diffusing and marketing technology. Our commitments centred on the need to increase R&D partnerships to address these gaps. We have followed through with efforts to better link research agencies, granting councils and the private sector. The Science and Technology Review should also further that process.

The Technology Partnership Program that was promised in the Red Book was announced in March, 1995. It will get university research out to small and medium-sized Canadian companies. The Canadian Technological Network was announced in 1994 and will begin operation this autumn. It will build on the technology diffusion and transfer capabilities of universities, governments, the private sector, the National Research Council's Industrial Research Assistance Program and other participants.

We have increased the number of Networks of Centres of Excellence that are funded by the three Granting Councils. The Councils, like almost all areas of government activity, shared in budget reductions. However, because of the importance of university research and training, they will be reduced less than most other program areas.

Most federal departments support research and specific post-secondary activities. Program reviews in departments have meant significant changes to spending and operational priorities. In some cases, this has meant less money than was traditionally available. In others, it has meant new approaches that spend money more effectively. In all cases, it has demonstrated our commitment to shifting federal spending to meet the priorities that exist today.

In arts and culture, the federal government has taken a series of action that relate to post-secondary education. For example, amendments to the *Copyright Act* will include exceptions for educational institutions, libraries, archives and museums. We are developing mechanisms that will ensure greater access to Canadian content on the information highway. Agencies are using new technologies to share our culture and heritage with many more people.

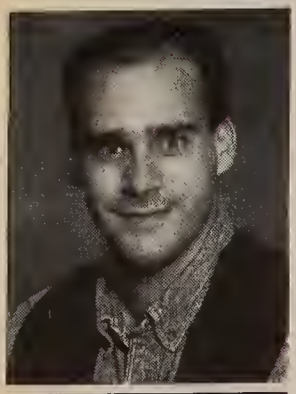
Fiscal realities have affected the level of financial support we are able to offer the arts and culture, including our national institutions. We are exploring new partnerships and innovative tax approaches that can help meet the need for funds that this sector requires and deserves.

Establishing new priorities for government has been a difficult but necessary process. The needs of the 1990s cannot be met with the spending commitments of the 1970s. Beginning with the Red Book, continuing through our reviews of social security in Canada and science and technology, our program review and our first two budgets, the federal government has focused its actions on the optimal strategies for jobs and growth.

Post-secondary education will figure highly in our priorities, even in this time of restraint. We understand the importance of this sector to Canada's economy, society and culture.

We also understand the importance of the men and women who are Canada's universities. You are the people we often turn to for insights and solutions to the issues that face our country. Our partnerships with you benefit all Canadians. ■

PCPE : des gains modestes pour les étudiants



◄ Guy Caron, président de la FCE

Par Keith Haysom

LES LIBÉRAUX SONT ARRIVÉS AU POUVOIR avec la ferme intention de modifier le Programme canadien de prêts aux étudiants (PCPE). Lloyd Axworthy, ministre des Ressources humaines du Canada, a d'ailleurs clairement précisé ses intentions dans le livre vert publié en octobre 1994 — un remaniement en profondeur du financement des programmes établis et du Programme canadien de prêts aux étudiants pour mettre en place un programme de remboursement fondé sur le revenu.

Le nouveau programme comporterait deux éléments importants : l'augmentation du plafond des prêts consentis.et l'établissement d'un système de remboursements proportionnels à la capacité de paiement de l'étudiant emprunteur.

Toutefois, le gouvernement fédéral aurait également réduit de deux milliards de dollars les transferts effectués au titre du financement des programmes établis, obligeant fort probablement les universités à augmenter les droits de scolarité, ce qui reviendrait à toutes fins pratiques à faire payer aux étudiants deux milliards de dollars de la dette fédérale.

La proposition de programme de remboursement fondé sur le revenu — qui a suscité un tollé de protestations — a avorté. Le coup final est venu non pas de la réaction du public, mais de Paul Martin, ministre des Finances, qui s'est chargé de la question dans l'état financier de novembre 1994 et dans le budget de 1995.

Les deux documents ont autorisé de vastes compressions aux programmes de transfert et créé le Transfert canadien en matière de santé et de programmes sociaux, un paiement de transfert unique qui évitait au gouvernement fédéral de devoir mettre l'accent sur des secteurs particuliers tels que l'enseignement supérieur.

La proposition de M. Axworthy a été mise aux oubliettes, mais elle peut un jour refaire surface. M. Axworthy a récemment laissé entendre que la *Loi fédérale sur l'aide financière aux étudiants* — la nouvelle loi fédérale régissant l'aide aux étudiants — pourrait autoriser les provinces intéressées à créer un programme de remboursement fondé sur le revenu.

Modifications récentes

Pourquoi le gouvernement fédéral voulait-il éliminer un programme d'aide aux étudiants aussi durable et utile que le Programme canadien de prêts aux étudiants? N'aurait-il pas été plus judicieux de modifier et d'améliorer la formule en place? Après l'accueil réservé à la proposition de M. Axworthy, c'est exactement ce qu'il a fait. Et si la plupart des idées mises de l'avant provenaient des Conservateurs, M. Axworthy les a concrétisées.

La nouvelle réforme repose principalement sur la conclusion de nouvelles ententes de partage des risques entre le gouvernement fédéral et des institutions financières canadiennes. Neuf établissements ont signé des ententes de prêt quinquennales qui font assurer le risque de prêts non remboursés par les établissements prêteurs.

Par le passé, le gouvernement fédéral assurait le plein montant des prêts et assumait lui-même le remboursement des prêts en cas de défaut. Selon la nouvelle entente, le prêt garanti à 100 p. 100 a été remplacé par une prime de risque de 5 p. 100 — au titre de laquelle chaque année, le gouvernement remet à chaque établissement prêteur une somme correspondant à 5 p. 100 de la valeur nominale totale de tous les prêts qu'il a consentis aux étudiants.

Soulignons que le Québec et les Territoires du Nord-Ouest ont toujours choisi de ne pas adhérer au Programme canadien de prêts aux étudiants et qu'ils maintiendront leur position en dépit des modifications apportées. La Banque de Montréal et la Banque Toronto-Dominion ont également refusé d'y participer et n'ont pas signé les nouvelles ententes. Les deux institutions financières offrent maintenant leurs propres programmes d'aide aux étudiants, sans aucune aide du gouvernement fédéral.

Lors du lancement officiel du nouveau Programme canadien de prêts aux étudiants, M. Axworthy a bien précisé qu'il ne s'agissait pas d'une privatisation. Bien que les établissements prêteurs soient responsables du remboursement des prêts, le gouvernement fédéral a toujours la main haute sur le programme.

Comme par le passé, les gouvernements provinciaux étudieront les demandes de tous les étudiants qui désirent obtenir un prêt au titre du programme, sous la supervision du gouvernement fédéral. Les banques n'auront pas voix au chapitre en ce qui concerne le choix des étudiants et le montant qui leur sera consenti, et elles ne pourront effectuer aucune vérification de solvabilité.

La Fédération canadienne des étudiantes et étudiants craint toutefois que les institutions financières n'exigent un contrôle accru du processus d'évaluation si leurs pertes sont supérieures à la prime de 5 p. 100.

«À l'avenir, les demandes de prêts présentées par les étudiants dans des secteurs où les taux de chômage sont élevés, par exemple les arts et les sciences sociales, pourraient être refusées, tandis que celles des étudiants dans des domaines de pointe tels que le génie et les sciences pourraient être acceptées», a indiqué Guy Caron, président de la Fédération.

Les critères d'admissibilité ont été renforcés. Ainsi, pour être admissibles à un financement continu, les étudiants doivent maintenant être inscrits à un programme d'étude menant à l'obtention d'un grade, d'un diplôme ou d'un certificat, et (dans le cas des étudiants à plein temps) réussir au moins 60 p. 100 de l'ensemble de leurs cours. De plus, la période d'aide financière aux étudiants à plein temps a été établie à un maximum de 340 semaines (400 semaines pour les étudiants au doctorat).

Le nouveau programme comprend également une disposition permettant aux étudiants à temps partiel de ne rembourser aucun capital pendant toute la durée de leurs études. Les remboursements commenceront six mois après la fin des études.

Les étudiants à temps partiel ayant des besoins importants, par exemple les mères célibataires, seront admissibles à des bourses pouvant atteindre 1 200 $ par an. Au moment de rembourser leur prêt, les étudiants à plein temps pourront choisir entre un taux d'intérêt fixe correspondant au taux de base majoré d'au plus 5 p. 100 ou un taux variable correspondant au taux de base majoré d'au plus 2,5 p. 100.

Le nouveau programme prévoit également des bourses ainsi que d'autres formes d'aide destinées spécialement aux membres des groupes désignés. Ainsi, les étudiantes au doctorat dans des disciplines où les femmes sont depuis toujours sous-représentées (par exemple, le génie) seront admissibles à des bourses pouvant atteindre 9 000 $ répartis sur trois ans.

Les étudiants souffrant d'un handicap permanent seront soumis à des critères d'admissibilité plus souples. Ceux qui ont des difficultés financières pourront obtenir une exonération de remboursement et auront la possibilité de présenter une demande de bourse spéciale. Le nouveau programme prévoit également une période d'exemption d'intérêt prolongée de 18 mois au maximum pour les emprunteurs à faible revenu ainsi que pour ceux qui n'ont pas d'emploi ou ceux qui ont un handicap temporaire.

Le processus de consultation

La Direction de la jeunesse, de l'apprentissage et de l'alphabétisation de Développement des ressources humaines Canada, qui est responsable de l'aide aux étudiants, s'est grandement améliorée sut le plan de l'ouverture et de l'accessibilité au cours de la dernière année. Elle a ranimé le Groupe consultatif national sur l'aide financière aux étudiants créé en 1987 par le secrétaire d'État. Ce groupe, qui comprend la plupart des intervenants dans le domaine de l'aide financière aux étudiants, dont l'ACPPU, encourage le dialogue entre ces derniers er le gouvernement.

Questions en suspens

Il faut encore réglet la question du plafond des prêts hebdomadaires consentis aux étudiants à plein temps. En 1994, avant l'annonce de l'ensemble des modifications, les Libéraux avaient fait passer le plafond de 105 $ à 165 $ par semaine. Le plafond hebdomadaire a été porté à 210 $ dans le cadre de la nouvelle entente avec les institutions financières, mais il a du même coup été indexé sut l'indice des prix à la consommation (IPC) moins 3 p. 100.

Cette initiative a été fort mal accueillie par l'Association canadienne des professeures et professeurs d'université, la Fédération canadienne des étudiantes et étudiants, l'Alliance canadienne des asssociations étudiantes et l'Association des universités et collèges du Canada, qui y voient une érosion de la valeur des prêts. Dans le contexte économique actuel, où l'inflation est faible ou nulle, une indexation sur l'IPC équivaut ni plus ni moins à un gel. Aucun plafond n'a toutefois été établi pour les droits de scolarité, et la récente élection des Conservateurs de Mike Harris en Ontario — qui prônent la réduction du déficit — ainsi que la popularité croissante de Ralph Klein en Alberta sont de mauvais augure pour le maintien de droits de scolarité raisonnables.

On peut facilement prévoir la possibilité que les droits de scolarité grimpent en flèche même si l'IPC demeure stable, érodant ainsi considérablement la valeur réelle des prêts canadiens aux étudiants. C'est pourquoi l'Alliance canadienne des asssociations étudiantes demande une «indexation selon une formule qui tient compte non seulement de l'augmentation de l'IPC, mais aussi de

Voir PCPE... à la page 8 ☞

HISTORIQUE DU PCPE

Le Programme canadien de prêts aux étudiants (PCPE), le programme fédéral d'aide aux étudiants en fonction duquel toutes les réformes de l'aide financière aux étudiants ont eu lieu, est né en 1964 alors que les Libéraux de Lester B. Pearson étaient au pouvoir.

Au début, le gouvernement fédéral garantissait aux étudiants des prêts autorisés par les gouvernements provinciaux et consentis par des banques à charte ou des organismes prêteurs. Le gouvernement fédéral assumait les intérêts du prêt pendant la durée des études de l'emprunteur et pendant six mois après les études, donnant ainsi un répit aux étudiants sans emploi. Le prêt maximum était de 1800 $ par année. En 1983, les Libéraux ont fixé le plafond hebdomadaire des prêts à 105 $ (5 460 $ par année).

LES CONSERVATEURS ET LE PCPE

En novembre 1984, les Conservateurs ont gelé le plafond des prêts au titre du PCPE à 105 $ par semaine jusqu'à leur défaite en 1993. En 1991, le gouvernement fédéral a annoncé l'imposition de «frais administratifs» de 3 % pour les nouveaux prêts d'études. Cette mesure a été annulée en 1992 ainsi que l'exonération d'intérêt de six mois à la fin des études, qui faisait partie à l'origine du PCPE. Dans le cadre des mêmes réformes, les Conservateurs ont modifié la *Loi de l'impôt sur le revenu* pour permettre à Revenu Canada de saisir les remboursements d'impôt des anciens étudiants n'ayant pas remboursé leurs prêts. En 1994, on avait ainsi récupéré 41 millions de dollars.

LES FRAIS DE SCOLARITÉ À L'ÉTRANGER

Australie - de 6 000 $ à 9 000 $ CAN, mais des bourses d'études d'au plus 2 000 $ sont offertes et un programme de remboursement des prêts fondé sur le revenu est en vigueur

Finlande - gratuité scolaire

France - 800 à 1000 francs par année (225 $ à 280 $ CAN)

Germanie - gratuité scolaire

Nouvelle-Zélande - frais de scolarité élevés et remboursement fondé sur le revenu semblable à l'Australie

Norvège - gratuité scolaire (80 $ par année à l'association étudiante)

Suède - gratuité scolaire

CSLP Changes Mean Modest Gains for Students

By Keith Haysom

When the Liberals came to power, they arrived with big plans to reform the Canada Student Loans Program. Human Resources Minister Lloyd Axworthy made it clear what he had in mind in his green paper of October 1994 — a dramatic overhaul of both Established Programs Financing and the Canada Student Loans Program, in favour of an income contingency repayment program.

Two main features of the new program would be increased loan limits and loan repayments proportional to the student borrower's ability to pay.

But the federal government would have simultaneously reduced Established Programs Financing transfer payments by $2 billion, almost certainly forcing universities to raise tuition fees. The result would have been simply to transfer $2 billion of the federal government's debt burden to students.

The income contingency repayment program proposal — ro which there was overwhelming negative reaction — fell on its face. The final blow came not from public reaction, though, but from Finance Minister Paul Martin who took charge of the agenda with his financial statement of November 1994 and his 1995 budget.

These mandated large cuts to transfer programs and created the Canada Health and Social Transfer (CHST), a single transfer payment which prevented the federal government from targeting as priorities for CHST spending particular areas such as higher education.

The Axworthy proposal went into limbo, although it is possible that it may re-appear in the future. Mr. Axworthy has recently suggested the Canada Student Financial Assistance Act — the new federal act governing student aid — may allow for the future use of an ICRP system on the part of any interested provinces.

Recent Reforms

Why did the federal government want to throw out a long-lasting and successful program of student aid such as the Canada Student Loans? Would it not be better to reform what already existed and make it better? In the wake of the disaster over the income contingency proposal this is exactly what the government has done. And though most of the ideas for reform were generated by the Conservatives, Mr. Axworthy has made them a reality.

The central feature of the new reform lies in the new risk-sharing agreements it establishes with Canadian financial institutions. Nine financial institutions have signed five-year lending agreements with the federal government that places the risk on defaulted loans on the participating lenders.

Formerly, the federal government provided the lending institutions with a 100 per cent loan guarantee and took the responsibility for loan repayment upon itself. Under the new arrangement, the 100 per cent loan guarantee has been dropped in favour of five per cent risk premium — an annual government payment to the lending institutions of five per cent of the total face value of their respective student loans.

It is interesting to note that both Quebec and the Northwest Territories have, in the past, opted out of the CSLP and will continue to do so despite the changes. Two financial institutions, the Bank of Montreal and the Toronto Dominion Bank, have also opted out and are not signatories to the new arrangements. Both now operate their own student aid programs independent of the federal government.

Mr. Axworthy insisted at the official launching of the new Canada Student Loans Program that it "is not a privatization." While the participating lenders are now responsible for seeking loan repayment, the federal government "retains its role in running the program."

All students seeking Canada student loans will, as before, have to undertake a need assessment run at the provincial level under federal supervision. The banks will have no power to determine which students get loans and how much they get, nor will they be authorized to run credit checks on eligible students.

But the Canadian Federation of Students (CFS) is worried the banks may demand more control of the need assessment process if they start to lose money over and above the five per cent premium.

"In the future," says CFS President Guy Caron, "students in sectors which have a higher rare of unemployment such as arts and social sciences...might be rejected for loan requests, while students in high-tech such as engineering and sciences might be accepted."

Loan eligibility requirements have been made more stringent, now requiring that students be enrolled in a program of studies leading to a degree, diploma or certificare, and (in the case of full-time students) successfully complete at least 60 per cent of a full course load in order to be eligible for continued funding. In addition, assistance for full-time students has been limited to a maximum of 340 weeks (400 weeks for doctoral students).

Other features of the new program include a provision that allows part-time students to forego payment on their loan's principal for the duration of their studies. Payments on principal will begin six months after ceasing studies.

In repaying their loans full-time students will have the option of fixed interest rates of prime plus up to five per cent or floating interest rates of prime plus up to 2.5 per cent.

The new program also includes grants and other forms of assistance specifically designated for targeted groups. Women in doctoral studies will be eligible for up to $9,000 in grants over three years when entering disciplines where women are traditionally under-represented (such as engineering). High-need part-time students, such as single mothers, will be eligible to apply for grants of up to $1,200 a year.

Students with permanent disabilities will be offered more relaxed eligibility requirements. Those students facing financial hardship will be offered loan forgiveness, as well as the ability to apply for special opportunity grants. The new program will also provide expanded interest relief of up to 18 months for low-income employed borrowers as well as those who are unemployed or temporarily disabled.

The Consultation Process

The Youth, Learning and Literacy Branch of the Ministry of Human Resources Development is responsible for student aid. In the last year it has become much more open and user-friendly. It has revived the National Advisory Group on Student Financial Aid (NAGSFA) which was created in 1987 by the secretary of state. The advisory group includes most of the stakeholders in the area of student aid including CAUT and is designed to encourage dialogue between them and the government.

See Changes to CSLP.. Page 8 ☞

In 1993-1994, nearly $1 billion in student loans were made to roughly 300,000 students. ▼

— PHOTO: CONCORDIA UNIVERSITY —

THE BEGINNINGS OF CSLP

The Canada Student Loans Program (CSLP), the federal student aid program that has been the basis upon which all student aid reforms have proceeded, first became a reality in 1964, under the leadership of Lester B. Pearson's Liberals.

The basic plan was instituted as follows: The federal government guaranteed loans to students that had been authorized by the provinces and made by the chartered banks or other lending bodies. Initially, the federal government paid the interest on a student's loan for the duration of his/her studies and for six months afterwards, providing relief for unemployed graduates. The loan limit was first set at $1800/year. In 1983, the Liberals set the weekly loan limit for full-time students at $105 ($5460/year).

THE TORIES & CSLP

In November 1984, the Tories froze the CSLP loan limit at $105/week, a cap that remained in place until the party was defeated in 1993. In 1991, the federal government announced the imposition of a 3% "administration fee" on new student loans, which was cancelled in 1992, as was the six-month post-graduate interest subsidy that had been part of the original CSLP. As a part of the same package of reforms, the Tories made changes to the Income Tax Act allowing Revenue Canada to seize the tax refunds of former students defaulting on CSLP loans; a total of $41 million had been recovered as of 1994.

STUDENT FEES AROUND THE WORLD

Australia - tuition fees from $6,000 to $9,000 (Canadian), eased by grants (of up to $2,000) and an income contingent repayment program

Finland - free tuition

France - 800 to 1000 francs/year ($225 to $280 Canadian)

Germany - free tuition

New Zealand - high tuition fees and income contingent repayment - similar to Australia

Norway - free tuition ($80/year to student association)

Sweden - free tuition

ONE STUDENT & HIS LOAN

Not even the Weimar Republic ever saw such incredible inflation. Canadian Press reported that Michael Langille, a university student from Halifax received notice in August of this year that his monthly payments are totalled $365,395,413,965.06 - on a loan worth $10,162.

"I figured they were trying to get me to pay off Canada's debt instead of my own," Langille said. His father, upon being informed, was concerned that the family budget wouldn't be able to find the $365 billion necessary.

Fortunately, Langille wasn't expected to make the payment. "This appears to be a typographical error," said CIBC National Student Centre spokesman Rob McLeod at the time. "We are going to investigate it and get a correct letter out to Mr. Langille."

Canada Needs Policy on International Students

CANADA HAS NEVER HAD A COHERENT policy about international university students. It has been content to retreat behind the usual Canadian excuses that quarrels over federal/provincial jurisdiction prevent any effective action.

Industrial countries such as Australia, the United Kingdom and the United States actively recruit international students. In Canada most initiatives come from the universities themselves and from private bodies such as the Canadian Bureau for International Education (CBIE).

The consequence has been a patchwork of programs, differential fees, visa charges, and mean-minded provincial charges for health services. The picture produced by these latter policies is of a country whose governments are uninterested, if not hostile, to the presence of foreign students.

Yet other jurisdictions understand that students from foreign countries are an essential ingredient of graduate studies if we are to remain internationally competitive. They bring the challenge of different ideas to both undergraduates and graduates. They have been for many years one of the pillars of research work, particularly in engineering and the sciences.

They also contribute a substantial amount of money to the Canadian economy and, when they are pleased with their education in Canada, they can be useful informal ambassadors for us around the world.

Overall, the international student population at Canadian universities was high through the early 1980s — peaking at 36,100 in 1983-84 — and then decreased to a low of 27,117 in 1987-88. It grew again to a high of 37,800 in 1992-93 but has decreased again in the last two years.

These numbers are not entirely accurate because they also include students who have refugee status. CAUT has written to both Statistics Canada and the Immigration Department to request that refugee students be differentiated from other international students for statistical purposes.

The Symons and Page Commission of the Association of Universities and Colleges of Canada devoted a whole chapter of its report to this issue and recommended in 1984 that Canada develop a coherent national policy in regard to international students.

In 1993 the CAUT Council adopted a policy statement on international students which called for full funding by Ottawa and the provinces of 10,000 foreign students based on merit and need. The implication was that other international students could then reasonably be required to pay fees. It called for priority to be given to the improvement of the situation of foreign graduate students.

The CAUT Council also adopted a Charter for International Students to try to ensure that they were treated fairly and properly and had a good educational experience.

The Mulroney government took a few modest but significant steps to improve the lot of international students by liberalizing work opportunities for them and their spouses. Efforts were made to improve the information made available in Canadian embassies for potential students. A large number of Chinese students were permitted to remain in Canada after the massacre in Tiananmen Square despite the wrath of the Chinese government.

The Mulroney government, however, also introduced visa fees which have risen to $125 and which are essentially a tax on the students or their sponsors. It is hard to see the merit in taxing non-profit or charitable institutions which bring international students to this country or individual students from the poorest countries in the world. The only good news is that they are now only charged this fee once and not annually as in the past.

What will the Liberals do? CAUT has for some time recommended there should be a federal/provincial council on international students. The Liberals have made a modest beginning. The government has set up an advisory committee on international students and immigration to assist it in developing policy in this area.

Part of the mandate of that committee is to "monitor and discuss issues relating to international students and their dependents" and "to make suggestions to Citizenship and Immigration Canada on issues" affecting them. One contentious problem not on the agenda is whether Canada should allow foreign graduates to stay in this country if they want.

Everyone talks about how our universities must be internationally competitive. They will not be unless we create coherent policies to attract first-class international students. It will not be easy in an era of cutbacks and university-bashing, but we will be the poorer for this lack of forethought. ■

INTERNATIONAL UNIVERSITY STUDENTS IN CANADA 1985-86 TO 1994-95

Year	Undergraduate	Graduate	Total
1985-86	20,787	9,685	30,472
1986-87	18,292	10,019	28,311
1987-88	16,720	10,397	27,117
1988-89	17,507	11,900	29,407
1989-90	18,546	13,615	32,161
1990-91	20,328	14,859	35,187
1991-92	21,970	15,299	37,269
1992-93	22,000	15,800	37,800
1993-94	21,869	15,609	37,478
1994-95*	21,300	15,411	36,711

*Preliminary

Modifications apportées au PCPE

☞ Suite de la page 6

l'augmentation des droits de scolarité». Les divers intervenants se penchent actuellement sur la création d'un indice des prix pour les étudiants, qui pourrait peut-être résoudre le problème.

Au cours des années 1980, les étudiants de la grande majorité des établissements postsecondaires canadiens et étrangers étaient admissibles à l'aide financière, peu importe si ces établissements étaient en mesure de fournir un enseignement de qualité ou d'offrir des compétences recherchées.

Cette situation semble avoir orienté le Canada vers l'une des pire caractéristiques du système d'enseignement postsecondaire américain — la création d'écoles professionnelles privées corrompues dont le seul but était de frauder les étudiants et Washington, mais qui parvenaient à survivre en versant des contributions importantes aux campagnes du Congrès.

Développement des ressources humaines Canada entend remédier à la situation. L'ACPPU lui a suggéré de commencer par limiter l'aide financière aux étudiants canadiens qui fréquentent des établissements américains agréés uniquement. Les changements ont été apportés. Toutefois, le ministère fédéral croit qu'il est également nécessaire d'instaurer au Canada un système qui couvrirait tous les établissements et tous les étudiants. Le critère de *désignation* applicable que devraient respecter les établissements comprendrait la reconnaissance provinciale, le maintien d'un taux de prêts non remboursés par les anciens étudiants ne dépassant pas une limite établie et le respect de certaines exigences administratives. De cette façon, si le taux de prêts non remboursés dépassait un certain seuil, l'établissement pourrait perdre son statut d'établissement désigné et ses étudiants ne seraient plus admissibles aux prêts canadiens aux étudiants.

Ce système proposé est foncièrement injuste car il ne tient pas compte des cycles économiques, des disparités régionales ni des étudiants qui doivent s'installer dans une autre région.

L'ACPPU ne voit pas pourquoi Développement des ressources humaines Canada imposerait encore plus de paperasserie aux universités et aux collèges communautaires établis. ■

(Keith Haysom étudie en sciences politiques à l'Université Carleton.)

Changes to CSLP

☞ From Page 7

Outstanding Issues

One outstanding issue surrounds the question of weekly loan limits for full-time students. In 1994, before the announcement of this new package of reforms, the Liberals had increased the limits from $105 to $165 a week. The new arrangement with the banks has fixed the loan limit ceiling at $210 a week, but the limit has also been simultaneously indexed to the CPI minus three per cent.

This initiative has come under fire from the Canadian Association of University Teachers, the Canadian Federation of Students, the Canadian Alliance of Student Associations (CASA) and the Association of Universities and Colleges of Canada. It is seen as an erosion of the value of the loans. In the current economic situation of low to no inflation, indexation to the CPI amounts to a virtual freeze. There has been, however, no cap on tuition fees, and the recent election of Mike Harris's deficit reducing PCs in Ontario (and the continuing popularity of Ralph Klein in Alberta) do not bode well for the future of low tuition fees.

It is not hard to foresee a situation in which CPI remains fixed while tuition fees skyrocket, severely eroding the real value of Canada student loans. This is why CASA calls for "indexation to a formula which takes into account not only increases in CPI but increases in tuition as well." The stakeholders are currently considering the creation of a price index for students which might solve the problem.

One unfortunate development in education during the 1980s was that student aid became available to students in virtually any post-secondary institution, both Canadian and foreign, regardless of whether the institution could provide its students with a quality education and/or marketable qualifications.

This seemed to be leading Canada in the direction of one of the worst features of the American post-secondary education system — namely the creation of certain corrupt private trade schools whose only purpose was to simultaneously defraud both its students and Washington but which remained in business because of their heavy contributions to congressional campaigns.

HRD plans to take action on the issue. CAUT suggested that, for a start, HRD limit its funding of students in the United States to accredited institutions. This reform has taken place. However, HRD is also considering it necessary to establish in Canada a system that would cover all institutions and students. The *designation* requirement for institutions would include provincial recognition, that the institution maintain among former students a default rate below specified levels, and adhere to certain administrative requirements. In particular, if the former students default rate was above a certain level, the institution could be "de-designated" and its students would no longer be provided with Canada student loans.

This system proposed by HRD is perverse because it does not take economic cycles and regional disparities into account and does not account for transfer students.

CAUT sees no reason for HRD to harass established university and community colleges with ever more paperwork. ■

(Keith Haysom is a political science student at Carleton University.)

CHO!CES — A Coalition for Social Justice

By John Loxley

CHO!CES IS A WINNIPEG-based organization promoting social justice which was established in early 1991 in response to increasing unemployment, poverty, income inequality and cutbacks in public services. It is a loose coalition with a membership of about 800 drawn from all walks of life and age groups. It has close links to anti-poverty groups, women's groups, churches, trade unions, and the environmental and peace movements. It meets every Friday morning at 7:30 am with between 20 to 40 people showing up, but otherwise functions through small groups of people working on specific issues. It has male and female co-chairs and the Friday morning group has a revolving chair, a woman one week, a man the next, to promote broad membership participation and gender parity. Otherwise, it has very little formal organization and is defined by what it does.

A guiding principle is that CHO!CES will never merely criticize but will always offer constructive alternatives. It has organized a community inquiry into unemployment and presented a detailed report complete with recommendations. It has prepared five fairly comprehensive alternative provincial budgets and three civic budgets. These have offered concrete proposals for strengthening the provision of public services, increasing employment, reducing social assistance and reforming taxation in a progressive manner. These budgets have received significant support from the constituency CHO!CES seeks to assist, and the civic budget has had some impact on budget decisions. Last year, along with the Canadian Centre for Policy Alternatives (CCPA), Ottawa, CHO!CES helped coordinate the preparation of an Alternative Federal Budget which seeks to reach Finance Minister Paul Martin's deficit targets without cutting expenditures on social services. It achieves this by adopting a low interest rate — high economic growth strategy, by putting Canadians back to work, by modest increases in the taxation of the very rich and of corporations and by the more assiduous collection of outstanding taxes. Indeed, the budget provides both protection for and modest increases in spending on

THE 1995 ALTERNATIVE FEDERAL BUDGET

health, post-secondary education and transfers to the poor. At the same time it offers fiscal responsibility by reducing the absolute deficit and the relative importance of the national debt and servicing of the debt as a share of GDP.

The Alternative Federal Budget was put together by representatives of more than 50 national groups representing teachers, students, anti-poverty groups, NAC, public and private sector trade unions, the churches and others. Some university faculty associations provided financial assistance but most funding came from the trade union movement, the CCPA and CHO!CES. The Budget provided a coherent and progressive alternative to the Martin budget with its Reform Party-like emphasis on cutting and slashing federal spending.

The 1996 Federal Budget will be even more critical than last year's in that the Canada Health and Social Transfer will take effect with consequent large cuts in funding to the health, post-secondary education and social assistance envelope. Unemployment Insurance benefits and transfers to seniors are also under threat.

The aim of the Alternative Federal Budget is to demonstrate that more rational, sustainable options do exist and to help mobilize people to pressure the government into considering and adopting them.

CHO!CES itself works on a shoe-string budget and is involved in numerous projects. Recently it organized a weekend conference on Bill C-76 attended by over 150 interested people and addressed by Judy Rebick (video production of this available from CHO!CES), among others.

It is also analyzing and critiquing balanced budget legislation in Manitoba and is heavily involved in anti-poverty work at a time when Winnipeg was declared child poverty capital of Canada. Operating as Thin Ice it provided a sophisticated critique of the willingness of all three levels of government to pour over $100 million into the Winnipeg Jets and a new hockey arena.

CHO!CES draws heavily on academic expertise across the country and seeks to combine this with grass-roots knowledge and experience to produce constructive workable solutions to today's problems. It uses humour and street theatre to get its message across and this serves not only to allow alternative viewpoints an occasional hearing in the mainstream media but also to help preserve the sanity of CHO!CES activists in the face of ever increasing social problems.

CHO!CES and the CCPA have begun work on the 1996 Alternative Federal Budget and are happy to acknowledge financial assistance from CAUT. Anyone interested in participating in the exercise should contact CHO!CES at 204-944-9408 (503 - 275 Broadway, Winnipeg, MB R3C 4M6) or the Canadian Centre for Policy Alternatives at 613-563-1341 (251 Laurier West, Suite 804, Ottawa, ON K1P 5J6. ■

(John Loxley is a professor in the Department of Economics at the University of Manitoba.)

CHO!CES : Coalition en faveur de la justice sociale

Par John Loxley

CRÉÉ À WINNIPEG EN 1991, CHO!CES s'est donné comme vocation de lutter contre le chômage croissant, la pauvreté, l'inégalité du revenu et les compressions dans les services publics. Ses quelque 800 membres, qui proviennent de tous les horizons et de tous les groupes d'âge, composent un groupe assez libre qui milite en faveur de la justice sociale. CHO!CES entretient des liens étroits avec les groupes de lutte contre la pauvreté, les associations féminines, les églises, les syndicats ouvriers, les groupes de protection de l'environnement et les pacifistes. Entre 20 et 40 personnes se réunissent tous les vendredis matins dès 7 h 30, et des petits groupes se rencontrent en d'autres occasions afin de s'attaquer à diverses questions. Dirigé par un coprésident ou une coprésidente, le groupe du vendredi a un fauteuil tournant — occupé alternativement par une femme et un homme — afin de promouvoir une vaste participation des membres ainsi que l'égalité entre les sexes. Le groupe n'a pas d'autre structure précise et se définit selon ses activités.

L'organisme se fait un devoir de ne jamais critiquer sans offrir de solution constructive. Il a organisé une enquête communautaire sur le chômage et présenté un rapport exhaustif assorti de recommandations. Dans la même veine, il a préparé cinq propositions de budgets provinciaux assez détaillées ainsi que trois budgets municipaux dans lesquels il présentait des propositions concrètes afin de renforcer la prestation de services au public, d'augmenter l'emploi, de réduire l'aide sociale et de modifier progressivement les impôts. Ces budgets ont reçu un appui important des milieux que CHO!CES s'efforce d'aider, et le budget municipal a eu des répercussions sur les décisions budgétaires. L'an dernier, avec l'aide du Centre canadien de recherche en politiques de rechange d'Ottawa, CHO!CES a aidé à coordonner la préparation d'un budget fédéral de rechange qui cherche à atteindre les objectifs de réduction du déficit présentés par le ministre des Finances Paul Martin sans pratiquer de coupes sombres dans les services sociaux. Il y est parvenu en préconisant un faible taux d'intérêt — une stratégie de croissance économique élevée, une réduction du chômage, des hausses d'impôt modestes pour les plus nantis et les entreprises et une perception plus systématique des impôts impayés. En fait, le budget prévoit la protection et l'augmentation modeste des sommes consacrées à la santé, à l'enseignement postsecondaire et aux transferts aux personnes économiquement faibles. Il prévoit également l'exercice de la responsabilité financière en réduisant le déficit en chiffres absolus ainsi que l'importance relative de la dette nationale et du service de la dette en tant que partie du produit intérieur brut.

Le budget fédéral de rechange a été élaboré par des membres de 50 groupes nationaux représentant les professeurs, les étudiants, les groupes de lutte contre la pauvreté, le Comité canadien d'action sur le statut de la femme, les syndicats ouvriers des secteurs public et privé, les églises et autres. Certaines associations de professeurs d'université y ont participé en offrant une aide financière, mais la plus grande partie du financement provenait des mouvements syndicaux ouvriers, du Centre canadien de recherche en politiques de rechange et de CHO!CES. Le budget a fourni une solution de rechange cohérente et progressive au budget Martin en mettant l'accent sur les coupures et la compression des dépenses fédérales, à la manière du parti réformiste.

Le budget fédéral de 1996 sera encore plus important que celui de l'année précédente en ce sens que le Transfert canadien en matière de santé et de programmes sociaux entrera en vigueur et enrraînera des compressions importantes au niveau de la santé, de l'enseignement postsecondaire et de l'aide sociale. Les prestations d'assurance-chômage et les transferts aux personnes âgées sont également menacés.

La solution de rechange au budget fédéral vise à démontrer qu'il existe des solutions plus rationnelles et plus durables et à mobiliser les gens afin d'inciter le gouvernement à les étudier et à les adopter.

L'organisme a lui-même un budget fort restreint et participe à de nombreux projets. Il a récemment organisé une conférence d'un week-end sur le projet de loi C-76, auquel ont participé plus de 150 personnes et où Judy Rebick a pris la parole (production vidéo disponible auprès de CHO!CES). Il analyse et critique également la législation sur l'équilibre budgétaire au Manitoba et participe activement à la lutte contre la pauvreté à une époque où Winnipeg a été déclarée la capitale de la pauvreté infantile au Canada. Avec le slogan «Thin Ice», il a critiqué avec finesse la volonté des trois paliers gouvernementaux d'injecter plus de 100 millions de dollars pour les Jets de Winnipeg et l'aménagement d'une patinoire de hockey.

CHO!CES repose grandement sur les compétences des professeurs de tout le pays et cherche à combiner les connaissances et l'expérience des militants de la base afin de proposer des solutions pratiques et constructives aux problèmes d'aujourd'hui.

Il a recours à l'humour et au théâtre d'intervention afin de diffuser son message; ces méthodes lui ont parfois permis de faire valoir ses solutions de rechange dans les principaux médias et l'ont aidé à empêcher ses militants de sombrer dans le désespoir dans un monde où les problèmes sociaux sont toujours plus nombreux.

CHO!CES et le Centre canadien de recherche en politiques de rechange ont commencé à élaborer une proposition de budget pour 1996 et sont heureux de reconnaître la contribution financière de l'ACPPU.

Les personnes intéressées à participer à l'exercice devraient communiquer avec CHO!CES au (204) 944-9408 (275, rue Broadway, pièce 503, Winnipeg (Manitoba) R3C 4M6) ou avec le Centre canadien de recherche en politiques de rechange au (613) 563-1341 (251, av. Laurier ouest, pièce 804, Ottawa (Ontario) K1P 5J6). ■

(John Loxley est professeur dans le département d'économie à l'Université du Manitoba.)

Established Programs Financing

Federal Transfers for Higher Education — The Great Betrayal

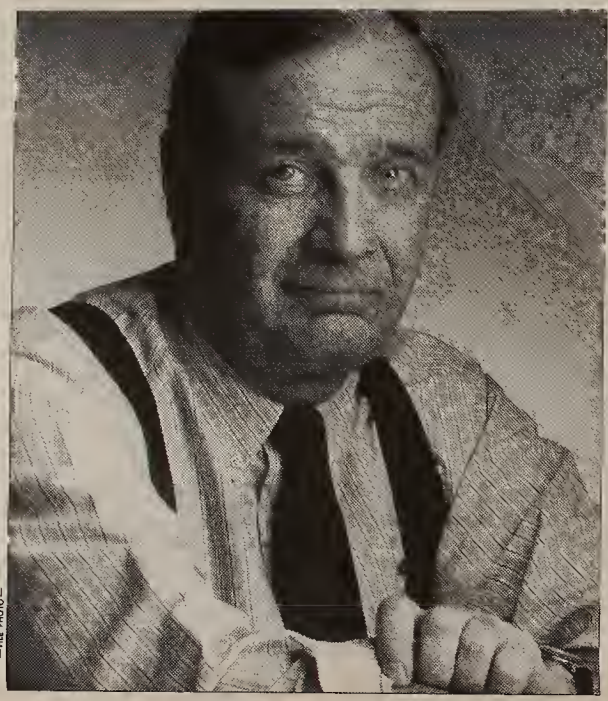
FOR MANY YEARS BY FAR THE LARGEST amount of federal money for post-secondary education has come through federal transfers ro the provinces. This year (1995-96) the total cash transfer for post-secondary education came to $2.2 billion (55 per cent of total federal expenditures on PSE).

This transfer sysrem was created after World War II by the Liberals under Louis St. Laurent and later refined by Lester Pearson and Pierre Trudeau. It culminated in the creation of the Established Programs Financing (EPF) in 1976-77 which provides the structure for the current funding arrangements.

There can be no doubt thar federal financial support fuelled the massive increase in post-secondary education in Canada over the past 40 years. In this period the number of full-time students rose from almost 69,000 in 1950-51 to 532,000 in 1990-91 and the number of full-time faculty from 5,539 to 37,422.

The Liberals under Paul Martin have now decided ro abandon any pretence of federal financing of post-secondary education through transfers. The 1995 budget has mandated the creation next year of a single combined cash transfer to the provinces in lieu of rhe funding specified for medicare, post-secondary education and welfare.

This transfer will be untied and drastically reduced. It is clear the inrention is eventually to phase out the cash payments that Ottawa previously made under EPF. The very name of the transfer — the Canadian Health and Social Transfer (CHST) — indicates how complerely Ottawa has turned its back on the universities.



— FILE PHOTO

The Big Lie

The government tries to downplay its position by a particularly pernicious variety of magic arithmetic, or what Prof. Stephan Dupré has nored as being "at the top of my list of the Big Lies of Canadian public finance."

"The only way the federal government is reducing its expenditures is by transferring to the Provincial Governments the burden of established program funding... This is not cooperative federalism, but predatory federalism."

— Sheila Copps

How does the government do this? In 1977 it transferred some tax poinrs to the provinces, that is, it agreed to reduce federal taxation so that the provinces could increase their taxes. Since rhen it has annually counted these tax points as part of the federal transfers even though no funds are transferred and none are received by the provinces. Ir has also increased federal raxation so that the effect of the transfer of tax points has been rendered moot.

Like Stephan Dupré, the Brirish Columbia government has argued thar these are not genuine transfers: "Ever since thar time (1977-78), the federal government has counted the national current year value of these tax points as part of its "contribution" to EPF.

"This accounting is questionable: In any budgetary sense, the tax point "transfer" is never actually transferred. In both federal and provincial budgets it shows up neither as a federal expenditure nor as provincial transfer revenue. In other words, that tax transfer has no budgetary impact on the federal government and is accounted for by provinces as "own source" revenue."

The Liberal Record

The Liberals did not campaign on this issue in opposition. Nor did they discuss it in their *Red Book*. Far from it. In fact, when the Liberals were in opposition, they were very critical of the Conservative government approach to EPF. For example, in June 1986 Sheila Copps declared:

"The only way the federal government is reducing its expenditures is by transferring to the Provincial Governments the burden of esrablished program funding. The provinces are now faced with a deficit and they are therefore in an even worse position to take over these expenses from the federal government. This is not cooperative federalism, but predatory federalism, and it cannot and will not work in Canada."

During the same debate, Lloyd Axworthy said: "How do you become more productive when you cut back on education? How do you get more researchers, better managers, more productive industries when you cur back on universities and community colleges?"

The Liberal Party's answer to CAUT's 1993 election questionnaire bypassed the post-secondary education issues raised: "We look forward to working with your organization during the process of renewing the EPF arrangements including discussions on the proposals reflected in your questionnaire regarding the specifics of the renewed EPF arrangements."

As far as the will to consult of the Liberals, we will see the results larer.

To CAUT's question on the "party's intention to continue the present EPF legislation for any period of time," the answer was: "Current arrangements on federal-provincial fiscal arrangements are expiring over the next few years and will have ro be renegotiated. This will be a priority for a Liberal government. In recent times, provincial governments have raised concerns about their difficulties in fiscal planning because of the unilateral decisions of rhe Conservative government to transfer responsibilities for programs and cut financial transfer payments to the provinces. Predictability of financial arrangements is vital to fiscal responsibility. For this reason, one major objective of our negotiations will be to achieve the maximum degree of predictability and stability for each level of government."

On the issue of stability, the *Red Book* reads: "Our priority in the upcoming renegotiation of federal-provincial fiscal arrangements will be to ensure the maximum degree of financial predictability and stability for each level of government."

In the first Liberal budget speech in 1994, Finance Minister Paul Martin said "we will build towards a five-year period of stability in transfers."

Appendix A of the *Red Book* indicates the savings from cuts to Conservative programs that the Liberals promised to make — including the cancellation of the EH-101 helicopter program — but was silent on EPF. The cuts totalled $7 billion over four years.

How Did We Get from There to Here?

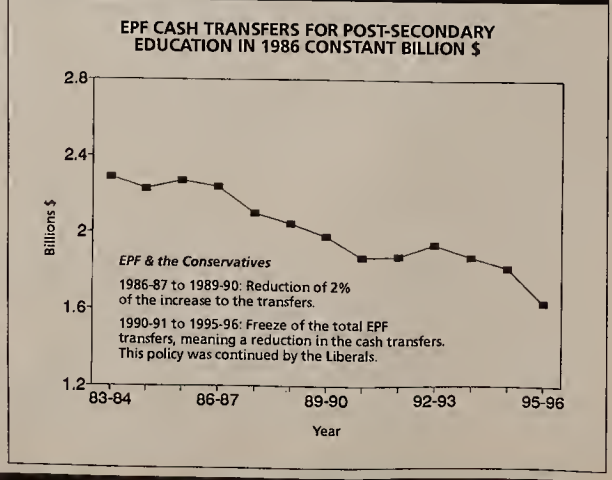
The Liberals abandoned their hisroric position on the funding of post-secondary educarion in two steps. The first step was Axworthy's green paper of October 1994 on social security reform. The government was considering phasing out cash transfers to the provinces under EPF but there were no concrete figures in the green paper about the scope of the curs. The *Red Book* never mentioned the possibility of such a major change.

Highly embarrassing to the government was a leak Oct. 5, to the *Toronto Star* of a cabinet briefing note which said there would be a rapid and total eliminarion of the cash transfer for post-secondary education. These revelations contrast ironically with the fulsome rhetoric in the green paper about the importance of higher education to this country.

The green paper suggesred Ottawa would be willing ro capitalize a contingency repayment plan whereby the federal government would lend students money on the assumption that universities would raise tuition ro recapture the money lost by the federal cuts.

In essence this would have transferred $2 billion from the federal budget to the backs

See EPF... Page II ☞



Federal Transfers for Higher Education — The Great Betrayal

☞ From Page 10

of Canada's students. *(See CSLP Changes Mean Modest Cain for Students on page 7.)*

The Paul Martin Agenda

a) The Cuts to EPF

The history of the cuts is a long one. In 1983-84 and 1984-85 the Liberals fixed the increases to the post-secondary EPF transfers at six and five per cent. In comparison, the transfers for health increased by nine per cent and eight per cent in the same years.

b) The New Transfer: The CHST

The budget speech of February 1995 announced that EPF and the Canada Assistance Plan (CAP) will be replaced by a new transfer called the Canada Social Transfer (CST). It was renamed later the Canada Health and Social Transfer or CHST. CAUT thinks that it should be renamed again as the Canada Health, Education and Social Transfer or CHEST.

c) The CHST: More Serious Cuts

The new transfer, the CHST, starts in 1996-97 with a reduction of almost $2.8 billion compared to the transfers it is replacing (EPF & CAP) in 1995-96. It will be further reduced in 1997-98 by $1.8 billion. For 1997-98, the CHST cash transfers is estimated to be about 39 per cent less than the corresponding amount in 1994-95.

It is difficult to calculate the CHST provincial cash transfers in 1997-98 as this is to be negotiated with the provinces. What is clear though, is that the cash transfers will be smaller in 1997-98 for all provinces.

d) EPF & CHST: Some Comparisons

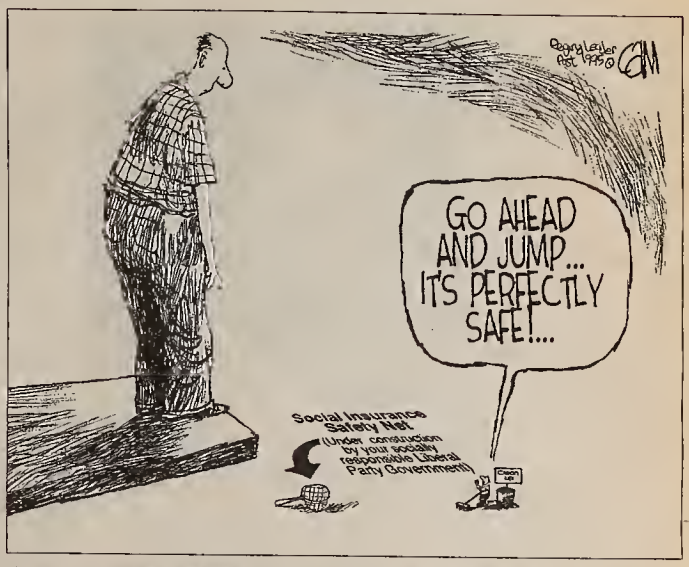
Even if the provinces were legally able to spend the EPF money as they wished, the EPF transfers were intended for health and post-secondary education and the Finance Department calculated the share for each. It was always argued that the provinces had a moral obligation to spend those amounts on post-secondary education and health. With the CHST this is over. There is no distinction made between post-secondary education and health. Furthermore, the money for the Canada Assistance Plan is added to the pot.

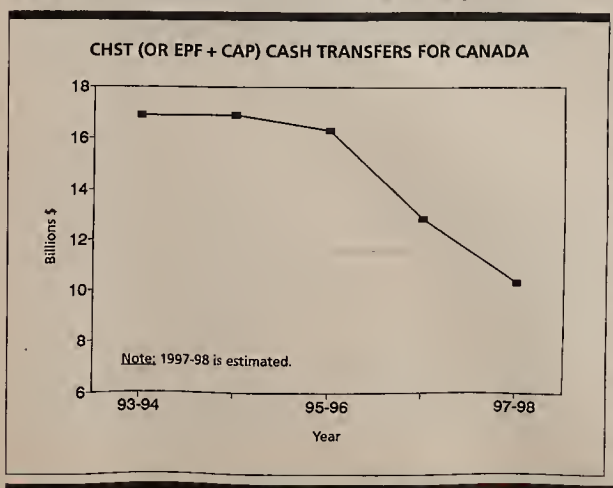
One of the features of EPF was the principle of equalization. The total transfer to each province was and is calculated on an equal per capita basis. Before EPF, the provinces and the federal government shared the cost of post-secondary education on a 50/50 basis. If a richer province decided to spend more money on post-secondary education, it would also receive more money from the federal government — up to the funding cap. It is not clear how the new transfer is going to be distributed to the provinces in the future.

One of the problems with EPF was that the federal government could and did unilaterally change this agreement between the provinces and the federal government. The Liberals were preoccupied with this before the 1993 election, as is shown by their answers to the CAUT questionnaire. The unilateral power of the federal government to change and cut the EPF transfers is not solved by the new transfer.

It is hard to see how the drastic cuts to the transfers to the province was the subject of negotiation. As was the case with the Conservatives, those were unilateral federal government decisions. The CHST does not ensure, in its present form, the financial stability of the provinces.

Lack of accountability and of transparency was another problem of EPF: Who is responsible for what? The federal government or the provinces? The current budgeting arrangement allows both the federal and provincial governments to act in a politically irresponsible manner. Each level has used the complex and arcane EPF funding arrangements to blame the financial squeeze and lack of policy on the other. Indeed, CAUT considers that part of the responsibility for the underfunding crisis in the universities is directly attributable to unresolved inter-governmental struggle. It is doubtful whether the new transfer, the CHST, will solve this problem.


GO AHEAD AND JUMP... IT'S PERFECTLY SAFE!...
Social Insurance Safety Net
((Under construction by your socially responsible Liberal Party Government))
Peggy Lesher Est. 1990



e) National Standards?

The act creating the CHST provided that representatives of all provinces shall be invited "to consult and work together to develop, through mutual consent, a set of 25 shared principles and objectives for the other social programs," that is, post-secondary education and social assistance.

On this issue, in the report of the standing committee on finance, the Liberal majority wrote: "Numerous witnesses have suggested that ensuring compliance with such principles and objectives, as well as compliance with the national criteria and conditions in the Canada Health Act and the prohibition against residency requirements for social assistance, will require an on-going cash component to the CHST. Accordingly, the committee urges the government to commit that there will be a cash component to the CHST in the future, and that it will be sufficient to enforce compliance."

National principles and objectives for post-secondary education, especially obtained "through mutual consent" with the provinces, would be highly desirable. CAUT can only agree, that if by chance this ever happened, there should be a cash component to the CHST sufficient to enforce compliance. We would add that without a cash component, there is in reality no transfer at all. The question is now whether Martin will agree with the recommendation of the Liberal majority of the finance committee.

f) The CLC Proposal on the CHST

Concerned with the lack of consultation by the Liberals prior to the introduction of the CHST, the Canadian Labour Congress (CLC) wrote to Prime Minister Chrétien (with a copy to Paul Martin) to ask him "to strike a committee of eminent persons in the tradition of the Macdonald, Carter and Hall Commissions, to weigh and measure the potential impact of the Canada Health and Social Transfer on Canadians." CAUT, as did many other groups, supported the CLC proposal. The government refused to set up such a committee.

The Position of CAUT

It was the position of CAUT, that if EPF were to be abandoned, then the federal government should use the funds saved from EPF for the following

- to substantially improve the funding of student assistance programs including part-time and full-time, undergraduate and graduate, native and non-native students and to devise a coherent foreign student program as recommended by the CAUT governing Council and Executive;
- to increase the funding of university research programs as recommended in the Lortie Report and in the CAUT resolution on science policy of July 1990;
- to substantially increase the financial support given by NSERC and SSHRC for small universities;
- to create and fund a program for the support of academic libraries of post-secondary educational institutions;
- to fund educational equity programs;
- to fund distance and continuing education programs; and
- to fund capital and maintenance programs.

There should be an escalator clause for all the above programs, once created, tied directly to the cost of living or the GNP or based on a more complex formula unless an escalator is already built in, as in the Lortie Report. ■

(From a CAUT Council Resolution, Sept. 1991.)

"How do you become more productive when you cut back on education? How do you get more researchers, better managers, more productive industries when you cut back on universities and community colleges?"

— Lloyd Axworthy

Policy Tampering Could Threaten Jobs of Canadian Academics

ANY WEAKENING OF THE current requirements governing the hiring of foreign academics as a result of the Liberal's foreign worker policy review could be seen as a unilateral declaration of free trade in professors by Canada.

Such a free-trade approach to academics is practiced in none of the United States, Britain or France. What's more it would come just as downsizing in Canada threatens to toss hundreds of professors onto the street.

"Such professors will certainly be enraged if they hear the federal government is making it easier for universities to hire American professors," responded CAUT President Dr. Joyce Lorimer. "So, too, would be the graduate students who will find it infinitely more difficult to secure academic jobs."

— CP PHOTO

"The current foreign worker framework ... no longer meets the needs of the Canadian economy." — *Sergio Marchi* ▲

The government's review, based on statements by Citizenship and Immigration Minister Sergio Marchi, arises from "...a perception that the current foreign worker framework which was developed in the mid-70s no longer meets the needs of the Canadian economy..."

The review ranges over the whole economy and includes the admission of foreign academics. CAUT met with the consultant responsible for the review and strongly opposed any weakening of the current requirements which specifically govern the hiring of foreign academics.

The consultant has submitted his report which although not yet public apparently contains no specific recommendations concerning foreign academics. It suggests, however, that any special arrangements such as this policy and the one governing the film industry should be in harmony with general policy.

Civil servants must now decide what recommendations to make to the minister. The minister has promised that if any changes are recommended, they would be discussed in the Consultative Committee on Foreign Academics which includes CAUT, AUCC, and the two ministries involved — Citizenship and Immigration, and Human Resources Development. A bit of background is necessary.

The Two-Tier Policy on Foreign Academics

In the 1970s CAUT urged universities to adopt hiring mechanisms to ensure a fair shake for Canadian applicants. In particular we recommended that there should be a university-wide appointments committee with the power to review the fairness of all appointments within the university. We thought this committee should have the power to say no if the rules were not followed. Among the rules we suggested, should be regulations requiring advertising in Canada and an effective search for Canadian candidates before foreign candidates were approached. Almost no university administrations listened. As a consequence, the Liberal government of Pierre Trudeau adopted the rules for the advertising of academic posts that, with modifications, are still in effect. The minister responsible at the time was Lloyd Axworthy.

The Two-Tier Policy on Foreign Academics which came into effect in May 1981, provided that under the first phase of the two-tier recruitment process, positions will be advertised as being open only to Canadians or permanent residents (whether in Canada or abroad).

If the university is unable to find a qualified Canadian or permanent resident in this first phase, it will be able to advertise at large in the second phase of the process.

Where a person of international renown in a particular area of specialization is sought by a university, regional offices of the Department of Citizenship and Immigration may exempt such cases from any advertising requirements. Such exemptions, however, would not apply to newly-minted PhDs with no track record but who may have, in the eyes of administrators, the virtue of being cheap labour.

CAUT supported these regulations since the universities had failed to act on the question of Canadianization. Since then CAUT and AUCC have been almost continuously at odds over the merits of the policy or the exemptions to be granted to them. The federal government, whether Liberal or Conservative, has generally sided with CAUT in this policy area.

In 1981, one discipline — business administration — was exempted from the two-tier hiring process. Universities could advertise for teachers in business administration who were Canadians or foreigners in the first stage of the process.

The Consultative Committee on Foreign Academics

The Consultative Committee on Foreign Academics was created to oversee the application of the two-tier policy. Its mandate also included the discussion of other issues which dealt with foreign academics.

Changes to the Exemptions of the Two-Tier Policy

Based on empirical evidence gathered by the Consultative Committee on Foreign Academics, the government put in place new exemptions in 1992 for five years.

The disciplines exempt are now business administration (PhD only and will not apply to the areas of industrial relations, business law, psychology and economics), rehabilitative medicine (PhD only), nursing (PhD only), engineering (computer, electrical and mechanical only), computer science (the exemption applies only to the sub-categories of software engineering, networks, artificial intelligence and computer architecture).

The exemptions will be reviewed before the end of the five year period.

Studies on Teachers in Computer Science and Business Administration

In planning the review of the new exemptions, the Consultative Committee agreed it would be worthwhile to study two exempt disciplines in particular: computer science and business administration. Two studies by two different firms were commissioned by the government.

The study on business administration seems to suggest a continued exemption for this discipline, though the list of sub-disciplines not exempted could change.

The study on computer science concluded that "Canada is increasingly self-sufficient in computer science faculty in most sub-disciplines." The only sub-discipline in which the removal of the exemption might cause problems is computer software. "This is a field in which competition with industry is more intense," added the report.

At the time of writing, the Consultative Committee has not discussed the reports on the two disciplines.

Free Trade and Temporary Teachers

The North American Free Trade Agreements (NAFTA) have not significantly altered the situation of the two-tier process. The agreement with the United States and Mexico excluded education. However university professors and researchers were covered. This has been interpreted to mean there can be the hiring of short-term American or Mexican professors and researchers by universities, but not permanent staff. The temporary appointment of Mexican and U.S. teachers is exempted from the two-tier advertising requirements.

The government has also made it clear it would not allow these arrangements for temporary appointments to become a vehicle whereby individuals could secure permanent status as Canadian citizens. Nor would it allow repeated renewals which would be another way of circumventing the regulations concerning permanent status.

In 1994 the number of original temporary entries of univetsity teachets from the U.S. was 23 for one day to one month, 51 for one month to six months, 143 for six months to 12 months or more, for a total of 217.

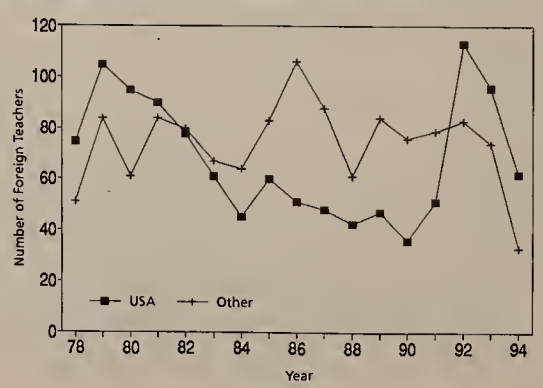
Conclusion

In the spting of 1995 the two federal departments involved announced an extensive joint review of the Foreign Worker Program. CAUT was told that "the foreign academics issues will likely be put on hold until this larger review is completed." Appatently everything is on the table including the two-tiet policy and the interpretation of the NAFTA agreement. As noted above, CAUT has strongly objected to any watering down of the existing provisions.

When the report of this review is published CAUT hopes it will be discussed, together with the two reports on business administration and computer science, by the Consultative Committee which could then make recommendations to the government about the policy and future exemptions to it. ■

FOREIGN ACADEMICS ADMITTED AS PERMANENT RESIDENTS

It is clear from the graph below that the number of American academics admitted for permanent residence declined steadily from 1981 (the year of the introduction of the two-tier policy) to 1990, then it climbed rapidly in 1991 and 1992, only to fall off rapidly in 1993 and 1994. The Department of Citizenship and Immigration does not keep sufficiently detailed records to allow us to know whether the increase was in exempt areas or not. The graph for other nationalities is more variable but also shows a sharp decline in 1993 and 1994.



On Sept. 12, 1995, CAUT President Joyce Lorimer wrote to The Honourable John Manley, Minister of Industry and Commerce, to express concern over the NABST report.

Federal Government Needs S&T Strategy

THE EXECUTIVE DIRECTOR OF THE Canadian Association of University Teachers and I, on behalf of the Executive of the CAUT, have reviewed the report of the National Advisory Board on Science and Technology entitled, *Healthy, Wealthy and Wise*. The report deals with a vast range of topics, but we would like to acquaint you with our reaction in a few areas of direct concern to CAUT.

First of all the report demonstrates the value of the National Advisory Board on Science and Technology. Its report is independent and comprehensive. Even though we do not agree with everything that is in it, we think it to be an encouraging and useful document. We have also found some of NABST's earlier reports useful and important.

In our view, the government needs independent advice, particularly when it is drastically downsizing its own internal capacity for analysis. There are rumours the government is considering abolishing NABST, possibly because it was created by the Conservatives, possibly because it does not want independent advice. Neither reason would add lustre to the government.

CAUT supported the creation of NABST when it came into being, and we hope you will retain it and encourage it to continue giving you independent advice. There can, of course, be improvements in the work of NABST. We are pleased to see that it has become less secretive and would encourage openness and dialogue with the national stakeholders.

CAUT agrees with NABST that the federal government's structure for research and development is not particularly effective partly because a variety of ministries are involved (Industry, Health, Environment, Heritage Canada, Human Resources, etc.), and we think that you should seriously explore the recommendation that a senior cabinet minister be designated to be responsible in this area, that there be a chief science advisor, a standing committee of the cabinet on S&T, an annual S&T report, and a parliamentary committee which in our view should be dedicated to research, science and technology as well as the government's programs that support post-secondary education.

At one stage in the last government, CAUT was so appalled by the failure of the government ro translate talk into action that we recommended that the then deputy prime minister/president of the Ptivy Council be such a minister. CAUT is not wedded to this solution but we think the problem should be examined seriously.

We were pleased to see the emphasis in the report both on the health and physical sciences and on the social sciences although we thought more might have been said, for example, about the importance of understanding foreign cultures and languages if we are to survive in the modern world. We were, however, surprised by the lack of any recommendations to increase the participation of women and certain minorities such as the First Nations in science, engineering and technology.

In this connection CAUT deplored your decision to eliminate the Canada scholarships in science and engineering (one of whose purposes was to increase the number of women in these areas) and the NSERC program to increase the number of female faculty in engineering. We note that NSERC promised to develop more effective programs in this area but we are unaware of any progress.

CAUT agrees with the authors of the report that high quality education is of the greatest importance both for the creation of an economically competitive society and for the maintenance and development of a democratic civil society. We are, of course, especially concerned about this at the post-secondary level, and we think that any federal policy should include an effective component of student aid at this level. The report is unfortunarely silent on this matter. Federal policy should also ensure that Canada retain a capacity to attract international students, particularly at the graduate level.

CAUT agrees with the authors of the report that universities have developed and should continue to develop significant collaborations with industry, government and private laboratories to maximize the impact of their research. There needs to be more effective publicity about the successes in this area. We think, however, there needs to be a capacity within the granting councils to evaluate such projects so that the government does not accept uncritical boosterism.

There also has to be a recognition, for example in the program for the centres of excellence, that not every collaborative program should make a profit. There are potential programs, for example, in the analysis of international trade or industrial relations that may have no short-term profitability but where the knowledge gained is immensely important for the economy.

We are concerned, moreover, abour the recommendations that the granting councils should use their money to lever more funds from the private sector. Such programs make it extremely difficult for researchers in the humanities and the social sciences since business is much less willing to fund such research despite protestations to the contrary by CEOs.

CAUT did not oppose this development by the Mulroney government but successfully lobbied for significant changes. The history of that program should be reviewed to see the possible pirfalls ahead before any new program is put in place and to undetstand why the government eventually abolished it.

CAUT supports some very specific recommendations of the report:

- the continuation of the Scientific Research and Experimental Tax Credit. We agree that it needs to be reformed in its interpretation so that it cannot be misused;
- the realization of the Social Science Federation's Data Liberation Project so that statistics and information in the federal sphere can be made available to Canadian academic researchers at a reasonable price;
- the development of the information highway with the caveat that it should not become a high priced vehicle that forces out the univetsity community; and
- the development of a science culture in Canada.

We are particularly concerned about several aspect's of the report's recommendation on funding. The report calls on the government to benchmark its support for university research with the OECD countries and strive to maintain this funding at competitive levels. We think Canada should do betrer than the average and should do at least as well as the Scandinavian countries, Holland, France and Germany, not to mention the U.S. and Japan.

The report notes the funding crisis in the research infrastructure of the universities. In this connection, we were especially concerned about the failure of the report to recommend anything effective concerning the use of EPF funds generated for post-secondary education. Traditionally it was argued by the federal government that the EPF transfer funds in respect of post-secondary education paid for the indirect costs of the research funded by the federal granting councils. As these funds decreased substantially and as they were rolled into one fund for health, welfare and post-secondary education with no differentiation, this argument became less and less plausible.

CAUT had suggested various ways of reforming the EPF component for higher education, but these have all been ignored by the federal government. Our current position, therefore, is that a substantial part of the former EPF funds should be used to fund a variety of programs at the post-secondary level including a substantial portion of the indirect costs of research. We urge you ro ensure that in the upcoming negotiations with the provinces that this be part of the federal strategy.

There are many other matters of great importance in the NABST report, but our Council has not developed policies in these areas as yet. We are, therefore, not in a position to comment.

We hope, of course, that the forthcoming federal policy on science and technology will reflect our concerns and will give truly effective leadership to the country in this important area. We will be sending the other members of the cabinet a copy of this letrer urging them to give priority to the development of such a policy. ■

—CP PHOTO—

Manley Will Consider CAUT's Concerns

THANK YOU FOR YOUR LETTER OF September 12, 1995, also addressed to my colleague, the Honourable Jon M. Gerrard, concerning the design of the federal S&T Strategy.

I am pleased to hear that the Canadian Association of University Teachers has found NABST's reports to be useful and important, and, in particular, that the Board's latest report, Healthy, Wealthy and Wise, reflected some of your own concerns. I agree that independent, expert advice, such as that provided by NABST, is a valuable element of good government policy. It is important that external perspectives continue to play a key role in ongoing science and technology decision-making.

I value your support for NABST's advice on the importance of high quality education, the need for an integrated science and technology strategy, and other specific recommendations. Equally, I have noted and will consider your concerns and proposals about the evaluation of collaborative efforts, funding issues, and securing the place of the social sciences and humanities within the new strategy.

The federal government remains committed to making science and technology a top priority. The findings of the S&T Review, the NABST Report, and the views of informed organizations such as CAUT, provide the government with valuable insights in the search for solutions to our national challenges. They will be taken into consideration in the development of the forthcoming S&T Strategy. ■

Le fédéral et son appui à la recherche universitaire : un grand parleur mais un petit faiseur

La recherche et le développement expérimental (R-D) englobent les travaux de création entrepris de façon systématique en vue d'accroître la somme des connaissances, y compris la connaissance de l'homme, de la culture et de la société, ainsi que l'utilisation de cette somme de connaissances pour de nouvelles applications.

Source : Organisation de coopération et de développement économiques

PEU APRÈS SON ARRIVÉE AU POUVOIR, le gouvernement libéral a suscité de grandes attentes au sein du milieu de la recherche universitaire lorsqu'il a décidé de tenir des consultations nationales sur la science et la technologie.

John Manley et Jon Gerrard, les ministres touchés, voulaient entendre les opinions du milieu de la recherche avant de mettre le point final à un plan directeur sur la recherche et le développement pour le nouveau gouvernement.

PROGRAMMES NON PERMANENTS ÉLIMINÉS PAR LE CRSNG D'ICI 1995-1996

- Subventions générales de recherche
- Subventions pour conférences
- Subventions pour publications scientifiques
- Bourses de stages industriels
- Chercheurs industriels invités
- Bourses en bibliothéconomie
- Bourses diverses pour étudiants

PROGRAMMES NON PERMANENTS RÉDUITS PAR LE CRSNG D'ICI 1995-1996

	Prévisions 1994-1995	Prévisions 1995-1996
Attachés de recherche	0,5	0,3
Programmes internationaux	1,5	0,8
Ententes de services	0,3	0,1
Programmes conjoints univ.-gouv.	4,0	3,6
BRMU (1er cycle)	5,8	2,4
Bourses en sciences et en genie 1967	3,6	3,0
Bourses en sciences politiques	0,2	0,1
Chercheurs-boursiers universitaires	3,2	2,0
Bourses internationales de recherche	4,1	2,4
Bourses de recyclage en recherche	0,4	0,1

Note : Tous les chiffres sont en millions de dollars.

Les consultations ont eu lieu à grande échelle avec des rencontres dans tous les coins du pays pendant l'été et l'automne 1994. Une séance nationale avec les ministres fédéraux a culminé le tout. L'exercice semblait un prélude raisonnable à la rédaction et au lancement de nouvelles politiques énergiques dans ce domaine.

Depuis, le silence règne. Seule la réponse intéressante du Conseil consultatif national des sciences et de la technologie présentée au premier ministre l'a rompu. Son rapport s'intitule *La santé, la richesse et la sagesse : Cadre pour une stratégie fédérale en matière de S-T intégrée. (Voir l'article sur le rapport du CCNST à la page 13.)*

Le cabinet n'a répliqué ni aux consultations nationales ni au rapport du CCNST. D'ailleurs, selon les rumeurs, sa réplique sera remarquablement faible et se résumera à un peu plus qu'une réforme utile mais peu spectaculaire de la politique scientifique interne du gouvernement. Il appert que MM. Manley et Gerrard n'ont pu amener leurs collègues du cabinet à partager leur préoccupation sur l'élaboration d'une politique scientifique pertinente. De fait, il sera encore plus difficile de le faire en raison des pressions sur le fédéral pour qu'il laisse son rôle dans le but de calmer le gouvernement du Québec.

Les Libéraux dans l'opposition

Quand ils formaient l'opposition, les Libéraux avaient également suscité des attentes à cause du rôle primordial qu'ils accordaient à la recherche et au développement.

Un survol du Hansard révèle que les Libéraux étaient fortement en faveur du financement par le fédéral de la R et D pendant leurs années dans l'opposition.

En 1989, le député Rey Paktaghan a déclaré qu'il était absolument nécessaire que le gouvernement canadien augmente ses dépenses en recherche et développement.

La même année, Jim Peterson, l'actuel président du Comité des finances de la Chambre des communes, avait affirmé que le Parti libéral ne croyait pas que les jeunes canadiens devaient être démunis parce que le gouvernement n'était pas prêt à faire autant que d'autres gouvernements étrangers pour la création d'une base technologique et pour la recherche et le développement qui lui est crucial.

En 1990, John Manley, maintenant ministre de l'Industrie et du Commerce, a notamment exigé que les subventions de contrepartie soient ajoutées à l'enveloppe de base des conseils subventionnaires et que celle-ci soit doublée.

Pendant leurs années dans l'opposition, les Libétaux se sont opposés aux compressions imposées au Conseil national de recherches, au Programme d'aide à la recherche industrielle (PARI), aux conseils subventionnaires et au Conseil des Sciences du Canada. Ils ont demandé que le gouvernement coordonne une planification mixte de la R et D avec les entreprises privées, les banques, les syndicats, le patronat et les universités. Ils ont surtout insisté sur la nécessité d'investir dans la R et D pour renforcer l'économie.

Ils n'ont pas accepté non plus le discours vague des Conservateurs à cet effet. En 1992, David Berger a mentionné, à la Chambre des communes, le fossé énorme entre le discours du gouvernement et les réalisations concrètes. Dans son dernier budget, le gouvernement conservateur avait reconnu le besoin d'augmenter le financement de 4 p. 100 par année de 1992-1993 à 1995-1996. Lorsqu'il est ensuite revenu sur sa promesse, l'opposition à la Chambre des communes a protesté.

La réponse des Libéraux au questionnaire de l'ACPPU pour les élections de 1993

Les Libéraux estimaient que la recherche effectuée dans les universités était fondamentalement importante pour l'essor d'une économie innovatrice. Ils ont de plus affirmé que le soutien des initiatives en R et D et la garantie d'un nombre suffisant de scientifiques et de techniciens nécessitaient des investissements stables à long terme. Selon eux, un gouvernement libéral continuerait d'appuyer le rôle crucial des universités et collaborerait avec les universités ainsi que le secteur privé pour accroître l'investissement du Canada dans la recherche. Enfin, il stabiliserait le financement des conseils subventionnaires.

Les Libéraux ont remporté les élections de 1993 et ont pris le pouvoir en promettant un appui fort et constant à la recherche et au développement.

Pour la création d'emplois — le Livre rouge

Dans le Livre rouge, rendu public pendant la campagne électorale de 1993, les Libéraux considéraient la R et D comme un point essentiel de leur programme électoral.

Les Libéraux y faisaient l'éloge du Japon, de la communauté européenne et des États-Unis dont les gouvernements appuient fortement la R et D. Ces pays étaient une inspiration pour leur programme: «[...] il est évident que l'État et les entreprises doivent mieux collaborer pour améliorer les politiques nationales relatives à la recherche-développement et aux technologies».

Le Livre rouge appuie l'objectif de doubler l'investissement dans la recherche et le développement à condition «que le Canada se montre capable d'assimiler et de maîtriser ce redoublement d'efforts». On y lit également :

Un gouvernement libéral s'efforcera de créer un réseau technologique canadien assurant le maillage des universités, des industries et des administrations publiques. Ce réseau mettra à la disposition de l'industrie des informations sur les technologies et sur les services qui y sont liés, recueillies au Canada [...]. Ce réseau prolongera le très efficace Programme d'aide à la recherche industrielle. [...]

Un gouvernement libéral prendra des mesures pour inciter les grandes entreprises à collaborer avec les établissements de recherche et les pôles d'excellence qui jettent des ponts entre les universités, les administrations publiques et les entreprises. [...]

Un gouvernement fédéral financera pour moitié des établissements de recherche universitaires et publics en partenariat avec les entreprises [...]

Un gouvernement fédéral poursuivra l'effort en faveur de la recherche fondamentale, notamment en consolidant le financement des conseils chargés d'attribuer les subventions, du Conseil national de recherches et des pôles d'excellence.

Les budgets du gouvernement libéral

Malgré tous ces engagements, le premier budget du gouvernement libéral ressemblait beaucoup à ceux des Conservateurs.

Paul Martin, le ministre des Finances, a annoncé qu'il gelait le budget des trois conseils subventionnaires mais qu'il les excluait des réductions réelles des dépenses prévues dans d'autres budgets «en raison de l'importance prioritaire que nous attachons à la recherche-développement».

Dans ce premier budget, le gouvernement s'était engagé à investir 800 millions de dollars au couts des 10 prochaines années dans «un plan spatial à long terme» tout en déclarant qu'il avait décidé «de négocier un désengagement ordonné» du programme international de station spatiale.

Il avait également promis que le budget du Conseil national de recherches serait haussé.

Le ministre des Finances a brièvement fait mention de la R et D dans le premier budget et, manifestement, la question ne comptait pas parmi les ptiorités principales. Il est surprenant de constater qu'il manquait dans ce budget de février 1994 un bon nombre des propositions énoncées dans le Livre rouge au sujet d'une politique fédéral en matière de R et D. Le budget s'écartait, quoique pas complètement, des promesses que le parti avaient faites sur cette question pendant la campagne électorale.

Le deuxième budget des Libéraux annonçait bien pire pour les conseils subventionnaires.

Ainsi, pour le Conseil de recherches en sciences naturelles et en génie, les montants limite pour les subventions (406 millions de dollars) et pour les dépenses totales (499 millions de dollars) ont été atteints en 1992-1993. D'ici 1997-1998, les dépenses totales auront diminué de 3 p. 100 en moyenne par année. De plus, comme il a été annoncé dans le budget de février 1995, le montant total de 1997-1998 sera de 14 p. 100 inférieut aux prévisions budgétaires.

Les budgets du Conseil de recherches médicales et du Conseil de recherches en sciences humaines sont touchés de la même façon.

D'après des rumeurs, le ministère des Finances voulait abolir les trois conseils subventionnaires et se retirer du secteur de la recherche ou, à tout le moins, effectuer des réductions de 25 p. 100 en un an. Il semble que MM. Manley et Gerrard aient empêché le ministère de donner suite à ses intentions.

De fait, puisque les réductions touchaient des prévisions budgétaires, les montants en dollars réels ont moins diminué bien que l'inflation gruge progressivement leut valeur. Nous sommes cependant bien loin du Livre rouge.

La ténacité

Il semble que le ministre des Finances ait anéanti les tentatives de créet une nouvelle politique viable du gouvernement en matière de recherche et développement tout comme il l'a fait pour les tenratives de M. Axworthy de

Voir Recherche... à la page 16 ☞

Federal Support of University Research — Much Talk, Not Much Action

THE LIBERAL GOVERNMENT, SHORTLY after it came to power, raised great expectations in the university research community when it decided to have a national consultation on science and technology.

The ministers concetned, John Manley and Jon Gerrard, indicated that they wished to hear what the research community had to say before finalizing a blueprint on research and development for the new government.

The consultation was truly large-scale, involving meetings in all parts of the country in the summer and fall of 1994 and culminating in a national session with the ministers in Ottawa. All this seemed a sensible prelude prior to drafting and launching of vigorous new policies in this area.

Since then silence has reigned, broken only by the interesting response of the Prime Minister's National Advisory Board on Science and Technology entitled *Healthy, Wealthy and Wise: A Framework for an Integrated Federal Science and Technology Strategy. (See Federal Government Needs S&T Strategy & Manley Will Consider CAUT's Concerns on page 13.)*

The cabinet has failed to produce a tesponse either to the national consultation or to the NABST report, and rumour has it that it will be remarkably thin when it comes, amounting to little more than a useful but hardly dramatic reorganization of in-house government science. It would appear that Mr. Manley and Mr. Gerrard have not been able to persuade the cabinet to share their concern about the development of a propet science policy. Indeed, the push to gut the role of Ottawa to appease the Quebec government will make it even more difficult to do so.

The Liberals in Opposition

The Libetals had also raised expectations by the central role they gave to tesearch and development when they were in opposition.

A survey of Hansard documents demonstrates that federal funding for R&D received very strong support from the Liberals while they were in opposition.

In 1989, MP Rey Paktaghan said "it is absolutely necessary for the Canadian government to increase spending in the area of research and development."

The same year, Jim Petetson (now Chair of the Commons Finance Committee) asserted "we [in the Liberal Patty] do not think that out young people should be handicapped because the government is not prepared to do as much as other governments in the world are prepared to do in terms of creating a technological base and the research and development critical for it."

In 1990, John Manley (now Minister of Industry and Commerce) demanded, among other things, that "...the matching gtants policy be incorpotated into the base budgets of the granting councils and that these budgets be doubled."

While in opposition, the Libetals opposed cuts to the NRC, to the Industrial Research Assistance Program (IRAP), to the granting councils, and to the Science Council of Canada; called for federal coordination of corporations, banks, labour, management and univetsities towards joint R&D planning; and above all stressed the necessity of R&D spending for a strong economy.

Nor did they accept vague rhetoric from the Tories on these matters; in 1992, David Berger spoke in the Commons of the "...enormous gap between what the government says and what is actually happening." The previous Conservative government in its last budget had recognized the need to increase funding by 4 per cent a year from 1992/93 to 1995/96. When it subsequently reneged on this promise, those in opposition in the House of Commons protested.

Liberal Response to CAUT's 1993 Election Questionnaire

"Liberals believe that university-based research is of fundamental importance to the development of an innovative economy and that sustaining R&D initiatives and ensuring an adequate supply of scientists and technicians requires relatively long-term and stable investmenrs...a Liberal government will continue to support the vital tole that universities play...and we will work with universities and the private sector to increase Canada's investment in research and provide stable funding for the granting councils."

The Liberals won the 1993 election, taking office with a promise of strong and continued support for research and development.

Creating Opportunities — The Red Book

In their 1993 Red Book, the Liberals presented funding for R&D as a central plank in their election platform.

The Red Book ptaised Japan, the European community and the United States for their high level of state support of R&D, and presented these countries as inspirations for the Liberal plan; "...it is evident that government and industry must work together more effectively to improve Canada's R&D and technology policies."

The Red Book supports the objective of doubling R&D investment, although "...this can take place only as Canada demonstrates its ability to absorb and manage such an increase." The book also states:

"A Libetal government will be committed to establishing a Canadian Technology Network between our universities, industry associations, and governments. Its purpose will be to gather information on technology and related services from across Canada, and make it easily available to industry...The network will be built on the highly successful Industrial Research Assistance Program...

"A Liberal government will introduce measures to encourage large companies to work with existing R&D facilities and Centres of Excellence, which build networks among researchers in universities, govetnment, and the private sector...

"A Liberal government will provide matching funds to academic and government research facilities for proposals made jointly with private sector partners...

"A Liberal government will continue to suppott basic research, including the provision of stable funding for the granting councils, the National Research Council, and the Networks of Centres of Excellence."

The Liberal Budgets

Despite all these commitments, the first Liberal budget nevertheless looked much like its Tory predecessors.

Finance Minister Paul Martin announced that he was freezing the budgets of the three granting councils but excluding them from the actual cuts made in other budgets. He said that this reflected "the priority we place on R&D."

The budget committed the government to spend $800 million over 10 years on a "...new long term space plan...," while at the same time declaring "...an ordetly reduction in current commitments to the international space program."

He also pledged that funding for the NRC would be increased.

The Finance Minister's statements about R&D in this first budget were, however, very brief, and the issue was clearly not one of central priotity. What is striking about the February 1994 budget is the absence of many of the proposals fot a Liberal R&D policy outlined in the Red Book — a significant, though not complete, departure from the party's campaign promises on the issue.

The second Liberal budget was much worse for the granting councils.

For the Natural Sciences and Engineering Research Council, the maximum amounts for both grants ($406 million) and total expenditures ($499 million) was reached in 1992-93. By the year 1997-98, the total expenditures will have decreased on average by 3 per cent per year. Furthermore, as announced in the February 1995 budget, the 1997/98 total is *14* per cent lower than the amount that had been previously budgeted.

The budgets of the Medical Research Council and the Social Science and Humanities Reseatch Council have been similarly affected.

Rumour has it that the Finance Department wanted to abolish the three federal granting councils and get out of the research business altogether or at least secure cuts of 25 per cent in one year. Mr. Manley and Mr. Gerrard appear to have prevented this.

In fact, since the cuts were to projected budgets, the actual dollars have declined less although their value is being eroded steadily by inflation. This, however, is a far cry from the Red Book.

The Results — Soldiering On

It would appeat that the Finance Minister has destroyed the attempt to create a new and viable research and development policy for the government, just as he destroyed Lloyd Axworthy's attempt to revise social policy.

This has left the government departments involved with university research with little choice but to soldier on, essentially administeting the policies created by the Multoney government but with less money.

In particular the government has continued the policy of funding centres of excellence created by the Consetvatives. Although these have continued to draw sporadic criticism, they have been suppotted by CAUT as an innovative way to bring researchers together without having to create new physical plant.

New centres were announced for telelearning, intelligent sensing for innovative

See R&D... Page 17 ☞

Research and Development (R&D) comprise creative work undertaken on a systematic basis in order to increase the stock of knowledge, including knowledge of man, culture and society, and the use of this stock of knowledge to devise new applications.

Source: Organization for Economic Co-operation and Development

NON-CORE PROGRAMS TO BE ELIMINATED BY NSERC BY 1995-96

- General Research Grants
- Conference Grants
- Scientific Publications
- Senior Industrial Fellowship
- Visiting Industrial Fellowship
- Library Science Scholarship
- Miscellaneous Student Awards

NON-CORE PROGRAMS TO BE REDUCED BY NSERC BY 1995-96

	Forecast 1994-95	Forecast 1995-96
Attachés de recherche	0.5	0.3
International Programs	1.5	0.8
Affiliations	0.3	0.1
University-Gov't Programs	4.0	3.6
University (USRA)	5.8	2.4
1967 Science & Engineering Scholarships	3.6	3.0
Science Policy Scholarships	0.2	0.1
University Research Fellowships	3.2	2.0
Canada International Fellowships	4.1	2.4
Research Reorientation Associateships	0.4	0.1

Note: All figures in millions of dollars.

Le fédéral et son appui à la recherche universitaire : un grand parleur mais un petit faiseur

☞ Suite de la page 14

réformer la politique sociale.

Les ministères fédéraux liés à la recherche universitaire n'ont eu guère le choix que de persévérer malgré tout, se limitant essentiellement à administrer avec moins d'argent les programmes créés par le gouvernement Mulroney.

Le gouvernement a notamment maintenu le programme de financement des centres d'excellence mis sur pied par les Conservateurs. Ces centres ont sporadiquement suscité des critiques mais l'ACPPU les a appuyés en les considérant comme une solution innovatrice qui réunit des chercheurs sans le désavantage de bâtir de nouvelles installations.

On annoncé la création de nouveaux centres pour le téléapprentissage, l'analyse intelligente de structures innovatrices, l'aménagement forestier durable et des instruments de décision communicationnels dans les soins de santé. Cependant, cinq centres ont perdu leur financement, ce qui a ainsi permis à de nouveaux centres d'être subventionnés.

L'autoroute de l'information

Le gouvernement a mis beaucoup l'accent sur la mise au point de l'autoroute de l'information. En juin 1993, le gouvernement conservateur a appuyé le tout nouveau Réseau canadien pour l'avancement de la recherche, de l'industrie et de l'enseignement (CANARIE Inc.) en lui injectant 26 millions de dollars. Le gouvernement libéral a maintenu la participation du fédéral au réseau et a accru son financement de 80 millions de dollars répartis sur quatre ans à partir de 1995.

En avril 1994, le ministre de l'Industrie, M. John Manley, a mis sur pied le Conseil consultatif de l'autoroute électronique (CCAE) chargé de conseiller et d'examiner des éléments d'orientation.

Rendu public en septembre 1995, le rapport définitif du CCAE a donné beaucoup de latitude aux entreprises et au marché du travail. Il n'a pas fait beaucoup de progrès pour la question de la confidentialité et il a touché du bois en ce qui concerne la création d'emplois. Selon le journal *Hill Times*, le rapport était mort-né.

La préoccupation principale du milieu de la recherche universitaire demeure l'accès universel et abordable des services électroniques.

Le gouvernement fédéral a commencé à mettre en application le concept de gouvernement transparent en permetrant au public de consulter par le truchement d'Internet les documents qu'il produit.

Dans le même ordre d'idée, la Fédération canadienne des sciences sociales et Statistique Canada mènent conjointement un projet de libération des données. Si l'initiative porte fruit, le public aura accès à plus de 250 fichiers de données administrés par Statistique Canada seulement.

Le projet comprend la création d'un consortium formé de bibliothèques universitaires abonnées aux bases de données, subventionné par le Conseil du Trésor et d'autres sources. L'enthousiasme manifeste dans les ministères du gouvernement et chez de futurs abonnés laisse place à l'optimisme.

Compressions budgétaires pour les conseils subventionnaires

Malgré ces nouveaux ptogrammes, les conseils subventionnaires ont dû effectuer des coupes sombres dans leurs programmes de recherches.

L'ACPPU et le Consortium national des sociétés scientifiques et pédagogiques ont protesté contre les réductions imposées aux subventions générales de recherche du CRSNG et contre l'abolition de tous ses principaux programmes visant à accroître la participation des femmes au secteur des sciences et du génie.

Le CRSNG a promis d'envisaget de nouveaux programmes pour augmenter la participation des femmes mais n'a encore rien annoncé. Cette charge contre les programmes des femmes prouve à quel point la droite a réussi à imposer ses priorités au sein du Parti libéral.

Le Conseil de recherches médicales a réduit de 5 p. 100 tous les engagements actuels pour les subventions de recherche pendant la durée de chaque subvention.

Les crédits prévus pour les nouvelles subventions et les bourses de techetches ont été diminués et les salaires de recherche ainsi que les bourses de formation ont été gelés indéfiniment.

Les budgets des centres d'excellence ont été réduits du même pourcentage que le programme complet du CRM.

Dans un document du conseil rendu public en mai 1995 et intitulé *MRC Outlook*, on y précise que les décisions prises depuis 1990 ont empêché le budget du conseil d'augmenter alors que les budgets de conseils équivalents à l'étranger ont augmenté de 35 à 40 p. 100. Il importe donc que le gouvernement maintienne le niveau de ses investissements dans la recherche qui constitue l'assise du système de soins de santé du Canada.

En 1992, à la fin du règne conservateur, le CRM a rendu public un plan stratégique. Ce plan visait en partie à concevoir une perspective ne se limitant pas seulement à la science biomédicale mais incluant aussi entre autres, l'économie sanitaire, la santé des populations, les systèmes de distribution des soins de santé. Toutefois, pour compenser les réductions imposées par les gouvernements conservateurs et libéraux, le CRM s'est vu forcé de créer des partenariats, en particulier avec le secteur privé, et d'investir dans des projets de capital-tisque par l'entremise du Fonds canadien de découvertes médicales.

Le Conseil de recherches en sciences humaines a pris les mesures suivantes :

- le budget des subventions de recherches et celui des subventions générales de recherches sont réduits de 6,3 p. 100 pour 1995-1996;
- l'aide financière aux revues savantes, aux publications scientifiques et aux conférences est réduite dans la même propottion;
- l'aide au budget des petites universités est diminuée de 25 p. 100;
- le budget des sociétés savantes est supprimé graduellement;
- les subventions administratives (le financement de base) que le CRSH verse à la Fédération canadienne des sciences sociales et à la Fédération canadienne des études humaines seront supprimées graduellement d'ici trois ans. Ces compressions sont trés importantes puisque plus des deux tiers du budget de ces deux fédérations, en comptant l'aide au programme de publication savante, provient du CRSH. Elles ont eu comme conséquence de forcer la fusion des deux fédérations.

Il y a quelques mois, M. Manley a annulé le Programme de productivité de l'industrie du matériel de défense (PPIMD), dont le budget s'élevait à 144 millions de dollars, et qui était particuliérement important pour la R-D dans le domaine de l'industrie aérospatiale.

Or, le gouvernement fédétal songe à lancer un superprogramme, le Programme national d'investissement technologique, qui pourrait remplacer le PPMID et d'autres programmes.

M. Manley pourrait l'annoncer en novembre dans le cadre de la réponse du gouvernement fédéral aux consultations nationales sur la R et D.

On en vient graduellement à proposer des projets individuels. *(Voir l'article sur la recherche polaire à la page 18.)*

Compressions dans les organismes clés

Les chercheurs universitaires dépendent de trois organismes fédéraux importants pour le soutien de leurs travaux : la Bibliothéque nationale, les Archives nationales et l'Institut canadien de l'information scientifique et technique (ICIST).

Depuis 1993-1994, le budget de la Bibliothéque nationale a subi des compressions de 13 millions de dollars.

En 1992, les Conservateurs ont approuvé la construction d'un nouvel édifice pour abriter les archives nationales. Les Libéraux ont maintenu le projet de construction et la tendance de leurs prédécesseurs à réduire le budget des Archives nationales de 1 million de dollars par année.

Les dépenses totales de l'ICIST se sont élevées à environ 32,8 millions de dollars de 1993-1994 à 1995-1996, y compris les dépenses de la revue de recherche. Les dépenses totales ont accusé une hausse d'environ 7,9 p. 100 en 1993-1994 par rapport à 1991-1992.

Compressions imposées à la recherche par les ministères

De nombreux chercheurs universitaires collaborent étroitement avec des chercheurs du gouvetnement fédéral. Cetre collaboration est importante non seulement pour les professeurs mais aussi pour les étudiants des 2e et 3e cycles.

Les programmes scientifiques du gouvernement ont subi le contrecoup de la réorganisation et de la rationalisation. Il est difficile de quantifier globalement l'effet des comptessions. L'Institut professionnel de la fonction publique du Canada nous a cependant informé que le seul ministère de l'Agriculture avait envoyé des centaines de lettres à des scientifiques déclarés excédentaires avant la fin de septembre 1995.

Le budget du Conseil national de recherches a également été réduit de manière catastrophique, soit de 20 millions de dollars depuis 1992-1993. Environ 126 employés ont dû quitter leur emploi pendant l'été 1995 seulement.

Compressions dans le financement des infrastructures

La politique du gouvernement fédéral en matiére de financement de la recherche universitaire s'est toujours fondée sut l'hypothèse qu'Otrawa profitait aussi d'une proportion considérable des coûts indirects de la recherche grâce aux transferts aux provinces au titre de l'enseignement postsecondaire. Or, le gouvernement a décidé d'éliminer ces transferts qui font partie du Financement des programmes établis.

Le gouvernement fédétal a créé un nouveau transfett pour l'éducation, la santé et les programmes sociaux dont l'enveloppe budgétaire est considérablement réduite par rapport à celle des programmes qu'il remplace. *(Voir l'article sur le FPE á la page 10.)*

L'ACPPU a demandé de réaffecter une part importante des fonds du FPE économisés afin d'accroître le soutien de la recherche universitaire et de domaines connexes comme les bibliothèques d'université. Le gouvernement n'a pas répondu à sa requête.

La R et D sur la scène internationale

Si nous comparons le Canada à d'autres pays membres de l'Organisation de coopération et de développement économiques au chapitre des dépenses brutes en recherche et développement (DBRD) en proportion du PIB, nous constatons que le gouvernement fédéral adopte une position déprimante.

Dans son rapport, le Conseil consultatif national des sciences et de la technologie a fait remarquer que «les dépenses du Canada au chapitre de la recherche et du développement se situent en-deçá de la moyenne de la plupart des pays industtrialisés. Plus particuliérement, les dépenses en R-D du secteur privé sont moins de la moitié de la moyenne des pays de l'OCDE. Les dépenses gouvernementales en matiére de R-D sont un peu plus élevées, mais elles restent toutefois considérablement sous la moyenne des pays de l'OCDE.»

Un autre indice, soit la R et D personnelle totale par mille travailleurs illustre également la tendance du Canada à se situer en-deçà de la moyenne.

Il est en outre mentionné dans le rapport que «le faible niveau d'investissement du secteur privé et du secteur public dans la R-D constitue un problème national important».

Le président de la banque de Nouvelle-Écosse a remarqué *«qu'étant donné que le succès économique dépend maintenant plus que jamais de l'innovation et de la maîtrise de la technologie, le soutien gouvernemental accordé aux sciences ainsi que les travaux préliminaires de R-D constituent l'une des rares catégories de dépenses qui mérite d'être augmentée... Des études ont démontré hors de tout doute que la société retirait, dans l'ensemble, des avantages considérables de l'investissement dans le perfectionnement des connaissances»*.

Le CCNST conclut dans son rapport intitulé *La santé, la richesse et la sagesse* par ce qui suit au sujet des priorités du fédéral en matiére de sciences et de technologies : «deux décennies à contempler des ptiorités suffisent. Le gouvernement devrait se décider á adopter un systéme pour établir des priorités et les mettre en oeuvre». ■

Federal Support of University Research — Much Talk, Not Much Action

☞ From Page 15

structures, sustainable forest management, and information-based decision tools in health care. However, five centres lost their funding — freeing up funding for the new centres.

The Information Highway

The government has put much emphasis on the development of the "information highway." In June 1993, the Conservative government supported the newly created Canadian Network for the Advancement of Research, Industry and Education, CANARIE Inc., to the tune of $26 million. The Liberal government continued federal involvement in the network and increased the funding commitment to $80 million spread over four years starting in 1995.

In April 1994, Industry Minister John Manley established the Information Highway Advisory Council (IHAC) to provide advice and examine policy issues.

The final report of IHAC, which was released in September 1995, left much to business and the marketplace to work out, did not make much headway in dealing with privacy issues, and crossed its fingers ovet job creation. The *Hill Times* newspaper thought the report was dead on arrival.

The major concetn of the university research community remains ensuring universal and affordable access to electronic services.

The federal government is starting to implement the concept of open government, making information generated by the federal government available to the public electronically through the Internet.

In the same vein is the data liberation initiative being led by the Social Science Federation of Canada and Statistics Canada. If successful, the initiative will facilitate access to over 250 data files managed by Statistics Canada alone.

The project entails creating a consortium of university library subscribers to the databases, with Treasury Board and other sources providing a subsidy. The apparent enthusiasm among government departments and potential subscribers invites optimism about this project.

Cuts For The Granting Councils

Despite these new programs, the granting councils have had to make serious overall cuts in their research programs.

Both CAUT and the National Consortium of Scientific and Educational Societies protested the cuts to the NSERC general research grants and the abolition of all majot programs within NSERC originally designed to increase the participation of women in science and engineering.

NSERC has promised to considet new programs to increase female participation, but nothing has been announced. This attack on women's programs cleatly shows how successful the right-wing agenda has been within the Libetal Party.

The Medical Research Council reduced all current commitments to research grants by 5 per cent over the term of each grant.

The planned provision of new grants and scholarships was decteased, and salaries for research and training awards were frozen indefinitely.

— FILE PHOTOS

"We [in the Liberal Party] do not think that our young people should be handicapped because the government is not prepared to do as much as other governments in the world are prepared to do in terms of creating a technological base and the research and development critical for it." — *Jim Peterson* ▲

The budgets for the centres of excellence were reduced by the same percentage as the entire MRC program.

The May 1995 *MRC Outlook* noted: "As a result of decisions since 1990, there has been no growth in the MRC budget at a time when budgets of counterparts in other countries have grown by 35 to 40 per cent. It is vital that government maintain the level of its investment in the research base that provides the bedrock for the Canadian health care system."

The MRC released a strategic plan in 1992 at the end of the Conservative era. Part of this plan was to develop a perspective that went beyond biomedical science to include health economics, population health, health care delivery systems and the like. However, in order to offset federal budget cuts, the major focus both under the Tories and the Liberals has been the creation of partnerships, particularly with the private sector, and the creation of venture capital through the Canadian Medical Discoveries Fund.

The Social Sciences and Humanities Research Council has taken the following measures

- the budgets for research grants and for general research grants were both reduced by 6.3 per cent for 1995-96
- support for aid to learned journals, scholarly publications and conferences has been reduced to the same extent
- the aid to small universities budget has been reduced by 25 per cent
- support of specialized research collections is being phased out
- the budgets for the learned societies is being phased out
- the administrative grants (core funding) that the Social Science Federation and the Canadian Federation for the Humanities received from SSHRC will be phased out over three years. This last cut is very serious as over two thirds of the budgets (including the aid to scholarly publishing program) of the two federations came from SSHRC. One consequence has been to force their fusion.

As opposition party in 1989 the Liberals stressed the necessity of R&D spending for a strong economy.

"It is absolutely necessary for the Canadian government to increase spending in the area of research and development." — *Roy Paktaghan* ▼

Earliet this year Mr. Manley cancelled the $144 million Defence Industry Productivity Program (DIPP) which was particularly important for R&D in the aerospace industry.

Now Ottawa is thinking of launching a supetfund, the National Technology Investment Program which could replace DIPP and other programs.

Mr. Manley might unveil this in November as part of the response of the federal government to the national consultation on R&D.

Gradually the results filter down to individual projects. *(See Polar Shelf Facing Spectre of Budget Cuts and Basic Research on page 18.)*

Cuts for Key Agencies

University tesearchers rely on the work of three key fedetal agencies for the support of their work — the National Libtaty, the National Archives, and the Canada Institute for Scientific and Technical Information.

Since 1993-94 the National Library budget has been reduced by $13 million.

In 1992, the Conservatives approved the construction of a new building for the National Archives. The Liberals have continued both the construction program, and the Tory trend of teducing the National Archives budget by $1 million each year.

The total expenditutes of CISTI have been about $32.8 million from 1993-94 to 1995-96 (including research journal's expenditures). There was an increase in the total expenditures of 1993-94 of about 7.9 per cent compared to 1991-92.

Cuts for Research by Government Departments

Many university researchers work closely with federal government researchets. This collaboration is important nor only for faculty bur also for graduate students.

Government science programs have taken a terrible hit in the reotganization and downsizing carried out already. It is difficult to obtain global figures of the effects of this process, but the Professional Institute of the Public Service of Canada has informed us that in the Department of Agriculture alone hundreds of letters were sent to scientists declared surplus before the end of September 1995.

There has also been a catasttophic teduction in the budget of the National Research Council — $20 million since 1992-93. As a result, one hundred and twenty-six employees were terminated in the summer of 1995 alone.

Cuts in Infrastructure Funding

Federal policy in funding university reseatch has always operated on the assumption Ottawa was also picking up the tab for a substantial part of the indirect costs of research through transfers to the provinces for post-secondary education. Now the government has decided to eliminate the Established Programs Financing transfers for post-secondary education.

A new transfer (CHST) has been created for education, health and social programs, but with a massively reduced funding compared to the programs it replaced. *(See EPF — The Great Betrayal on page 10.)*

CAUT has called on the government to divert a significant portion of the EPF funds saved to increase support for university research and related areas such as university libraries. There has been no response.

R&D — The International Scene

The position of the federal government is demoralizing when we compare Canada to other Organization for Economic Cooperation and Development nations in terms of gross expenditures on research and development (GERD) as a percentage of GDP.

The report of the National Advisory Board on Science and Technology noted "Canadian investment in research and development is below the average for most industrialized nations. In particular, industry spending on R&D is less than one-half of the average for OECD countries. Government investment in R&D is somewhat better, but is still significantly below the OECD average."

Another indicator, the total R&D personnel per thousand labour force, also illustrates this below average trend in Canada.

The report also noted that "the low level of private and public sector R&D investment is a critical national issue.

"The Chairman of the Bank of Nova Scotia has noted that, 'because economic success now depends more than ever on innovation and mastery of technology, public support for science and early stage R&D is one of the very few categories of government spending that deserves to be increased...studies show conclusively that the overall return to society from investment knowledge creation is extremely high.'"

The concluding remarks of the NABST report *Healthy, Wealthy and Wise* have this to say about federal science and technology priorities "...two decades' consideration of priorities is long enough. The government should make a decision about a system for establishing ptiorities and then implement it." ■

Polar Shelf Facing Spectre of Budget Cuts

By Scott Feschuk
Resolute Bay, NWT

IN A STORAGE GARAGE LOCATED IN THIS tiny hamlet about 1,000 kilometres north of the Arctic Circle on Cornwallis Island, Dave Maloley stands in front of a map that holds about 50 coloured pins, each of which represents a research group at work somewhere in the North.

Mr. Maloley is a base manager for the Polar Continental Shelf Project, established in the late 1950s to act as a lifeline for the 300 or so research teams that span out across the Far North from March to September of each year. Groups check in with Polar Shelf before they head out on the land and then make contact with "Res," as the base camp is known, by radio twice a day — at 7 a.m. and 7 p.m. — to provide weather information and receive a forecast and other news.

Canada's Arctic region is a popular research area for university students and professors, government scientists and, to a lesser extent, private organizations such as museums. In 1995, for instance, University of Calgary researchers went looking for evidence of a Norse presence on Washington Irving Island in the High Arctic while Parks Canada officials conducted a feasibility study on creating a new park on Bathurst Island; Fisheries workers monitored water levels in the Beaufort Sea while Yukon officials surveyed the nesting habitat of peregrine falcons on the territory's north slope.

Many scientists get their first experience in field work on the ice and tundra, cut off from civilization with a few colleagues in the endless daylight of a northern summer. But much of that research would not likely go on without Polar Shelf, which through its $5-million budget reduces the high cost of working in the North. It not only organizes rescues and delivers weather reports but provides such expensive necessities as snowmobiles and camping equipment, organizes supply drops and transports researchers to their site.

If one of the 10 helicopters and three planes it has under contract is in the area, the pilot even will drop off mail.

"It's hard to praise that group of people enough," said Dick Harington, a research scientist with the Canadian Museum of Nature, who has been working in the Arctic for decades and who spent this past July collecting bones and other fossils from a Far North beaver-pond site. "When you're in a bind, and I've been in binds, you can count on them coming to your aid no matter what. They're immensely dedicated."

Like many federal government services, though, Polar Shelf is facing the spectre of budget cuts. In 1996, some groups will be required to pay half the costs they incur; the following year, some will have to pay the whole bill. Inevitably, the result will be fewer scientists making the trek north and others spending less time there.

"I'm afraid I'm up the creek," Mr. Harington said. "I'm in the middle of a fascinating project but there's no way I'll be able to finish it now. It's such a shame because there's so much to learn about the Arctic."

Aimee Lev, who works in the geography department at the University of Western Ontario, travelled north in 1994 to research soils at Devon Island, NWT. She can't believe the federal government would target such a cost-effective and vital service for budget cuts.

"Without the support of the Polar Continental Shelf Project, both logistically and financially, (our research) would have been an impossible endeavour," she says.

"Canada's northern regions have yet to be fully explored. The potential of the Arctic to help explain issues as varied as climate change and human development is enormous. Further sensitive development of untapped natural resources could help put needed money in the government's coffers and create jobs for many of the Arctic's inhabitants.

"Polar Shelf is a unique entity that belongs to Canada's people and I implore the government to reconsider its decision to cut funding."

The Polar Shelf season begins in early March, when staff members fly north and dig out their main building, which is usually under five metres of snow. By the time the first research teams arrive in April, the huge garage, replete with machinery and supplies, has been put in order and the staff of eight is ready to help researchers — who go out in groups as large as 40 — get ready for their expeditions.

August is the busiest time of the Polar Shelf season, with teams at work across the Yukon and Northwest Territories. For those people, Mr. Maloley and his fellow base manager, 10-year veteran Jim Godden, are the only link with the land of four solid walls and fast food. If any group misses three routine radio checks, Polar Shelf will send out a plane to check things out — at the researchers' expense.

For all the complex logistics of doing research in the Arctic, the rules of Polar Shelf are simple: No one goes out on the land alone and no group goes out without a gun and a wide assortment of noisy gadgets that are optimistically called polar bear deterrents. Lest anyone forget, the Far North is home to about two-thirds of the world's polar bears. For these animals, a campsite in the middle of nowhere becomes a polar Disneyland.

"They're very bored, very curious animals," said Kevin Misurak, a graduate student at the University of Waterloo, who has spent three seasons on the ice collecting data on climate change. "They love to attack our wind towers. They play with them for hours."

This past season, Mr. Misutak and his colleagues awoke one day at 4 a.m. to find their tent swaying. He recalled thinking that the wind had picked up quite a bit since he had dozed off.

"It took us a while to realize, hey, that's not the wind," Mr. Misurak recalled as he packed away his gear — including many scientific gadgets and a frisbee — in the Polar Shelf storage area. "It was a pretty hairy few minutes, but we ended up scaring the bear away."

Mr. Misurak echoes the opinions of those who are dismayed that the Polar Shelf tradition may be at risk.

"It's hard to overestimate the ways in which these guys help us do the things we do out there. You could come up to the Arctic 50 times and always find something new that would make for interesting and important research.

"We've really just scratched the surface up here. It would be a real shame if all of a sudden, no one could afford to do this kind of research."

Nate Anderson, a 20-year-old biology student from Bates College in Lewiston, Maine, and his colleague, 21-year-old Kendra Phelps, recently experienced their first research trip to the Far North, getting a taste of the wonder and the isolation. A growling stomach can be heard for metres, and the ripping of Velcro from football fields away.

"As soon as the helicopter dropped us off and left, it was totally silent," said Mr. Anderson, who spent three weeks near the northern tip of Ellesmere Island. "It was so weird and so remote, the first time in my life I've ever experienced total silence. It was like I was on another planet."

Ms. Phelps said she enjoyed her first Arctic adventure, collecting sediment samples with Mr. Anderson and two professors, primarily because the four got along so well. "It would suck if you didn't like each other, because there's nowhere else to go," she said.

Both students indicated they are looking forward to returning to the North on another research trip, but future work depends largely on Polar Shelf being there to assist.

"When you think about the big picture, $5-million isn't that much money," Mr. Anderson said. "If you look at all the work that gets done and the findings that are made, it's definitely money well spent. The government shouldn't ignore that fact."

For Mr. Godden, there is satisfaction that he is helping to develop the next generation of scientists. He gets a thrill each time someone who went out on the ice as a student comes back as a professor, accompanied by students of his or her own.

"I've seen a lot of people grow up working out there," he says. "I hope I get to see another group do just that." ■

(Scott Feschuk is a reporter with the Globe and Mail in Calgary.)

Basic Research is a Wise Investment

AT A RECENT GET-TOGETHER FOR SCIentists, British astronomer Sir Martin Rees pulled out a yellowed document. It was a 1937 U.S. government study intended to predict what scientific breakthroughs were possible, to be used by agencies to allocate research grants.

The study endorsed three promising fields: agriculture, synthetic gasoline and synthetic rubber. But it failed to anticipate antibiotics, nuclear energy, jet engines, rockets, transistors and computers, all of which would become realities within a decade. Many of those discoveries were not the result of product-development efforts, but of speculative, theoretical inquiry.

As Sir Martin observed, support for "applied" research continues to miss the mark. "The most dramatic and fruitful innovations will still surprise us. They'll be the outcome of some new basic science. Applications that are transforming the way we live are initiated by investments in basic research that were modest in relation to their impact."

It is a useful lesson for research officials in Canada's universities, corporations and governments, who in recent years have devoted more and more of their resources to applied research — specific products, technologies or methods that have immediate relevance — and increasingly less to basic or "pure" research, which explores theories and fields of inquiry that are not tied to any immediate need.

Their motive is economic, and perfectly understandable. Applied research projects and grants are much easier to justify, as they satisfy immediate goals for Canadian companies. And those companies are usually willing to contribute through "partnerships," which provide badly needed dollars for our universities.

Today, most universities have "technology-transfer" offices, which negotiate research partnerships and other collaborations with private companies. These arrangements give business low-cost access to publicly funded university professors, facilities and laboratories — and often allow companies to patent or copyright the results of their research. When these arrangements work well, they are mutually beneficial to business and academia. When they don't, they are little more than a taxpayer subsidy to industry. Either way, basic research into fundamental questions is neglected for short-term gain.

Over the past 15 years, Canada's grant-giving organizations for science, medicine and engineering all redesigned their policies around a "partnership" model. In its long-term strategy document, the Natural Sciences and Engineering Research Council (NSERC, the federal government's research-funding body) calls for research geared to profit-making potential. Partnerships with business "teach, by direct experience, the crucial relationship of research to application and the importance of the transfer of knowledge from the laboratory to the marketplace."

These policies have forced some universities to close their theoretical research labs in order to remain solvent. "We would prefer to continue with pure research," University of Lethbridge president Howard Tennant said recently, "but for the university's survival and to maintain the quality of faculty, we have to move into the area of applied research."

Unfortunately, many of the most important scientific discoveries of our time came out of research initiatives that had no relationship to any immediate application or market. And so it will be with the most important discoveries of the future. To those who look askance at the abstract, almost theological pronouncements of advanced physicists, remember that they could lead to a cleaner, more efficient way to turn matter into energy — a discovery that would change the world for the better.

Such research is expensive and often has a low success rate. But it holds the greatest long-term promise for profits, jobs and unimaginable social benefits. ■

(Reprinted with permission from The Globe and Mail, October 2, 1995.)

Bookshelf

The Liberal Party — The Path Not Taken

Straight Through the Heart: How the Liberals Abandoned the Just Society

Maude Barlow & Bruce Campbell, Harper Collins Publishers Ltd., USA, 1995.

By Donald Savage

With the collapse of the federal NDP, the Council of Canadians and the Canadian Centre for Policy Alternatives have for the time being become the national centres of opposition to the right-wing agenda in Canadian politics. Maude Barlow chairs the Council and Bruce Campbell is the Executive Director of the Centre. Together they have written a book designed to show how the Liberals have almost completely abandoned not only their promises in the 1993 election but also the beliefs that motivated the party since the end of World War II.

Their thesis is that the Liberals never really believed in the social programs they inaugurated but only did so to keep the CCF and then NDP at bay, and to ensure that the kind of discontent with the system that emerged in the thirties would not recur. They argue that the collapse of the NDP and the obsession of the Bloc Québécois with independence has meant that there is no effective opposition to the Chrétien/Martin agenda in Ottawa. The consequence has been that the only meaningful opposition has been Reform. The Liberals have thus moved to incorporate the Reform agenda, just as they did the NDP agenda 25 years ago.

The authors analyze the success of the Right in Canada, in particular how it institutionalized its political agenda through the Business Council on National Issues and various right-wing think tanks such as the C.D. Howe Institute and The Fraser Institute, all heavily financed by business interests. They note how the media promotes the right-wing message and ensures that contrary views are downplayed. None of this is a conspiracy, they suggest, since the Right has operated more or less in the open; no one should, therefore, be surprised at the results. Money, of course, means that the Right can use immensely effective tools such as frequent polling to hone their political message as well as spend $100 million on the lobbying business in Ottawa, most of which is tax deductible.

They acknowledge the success of the Right in seizing control of the agenda and orchestrating the media when necessary. One such example was the deficit frenzy carefully worked up in the months before the February 1995 budget. Another is their success in persuading the media and many politicians that all organizations are "special interests" except those that represent business or the right-wing agenda.

The authors described in some detail the split in the Liberal party between social and business Liberals. They draw a surprisingly sympathetic picture of Lloyd Axworthy whom they see as a tragic figure destroyed by the Prime Minister and Paul Martin. They imply that the famous leak to the *Toronto Star*, which effectively killed Axworthy's green paper just as it was announced, was a deliberate one, probably from the Finance Department. They retain a residual hope that the centre and left-wing Liberals will eventually regroup and either stop the march of the party to the Right or leave it. This perhaps reflects Maude Barlow's political origins in the Liberal Party.

They note that Paul Martin, while in opposition, was opposed to the domination of research and development by foreign corporations. In a speech to the Council of Canadians in 1989 he described his humiliation at the hands of American business interests. As a young lawyer working for Dominion Glass, trying to negotiate a deal for Canadian research, Martin was told by the American head office that they were not in business to promote Canadian interests. It was a turning point in his life. "I walked out of that office humiliated, disillusioned and angry. And I swore to myself that my children and grandchildren would never have to go to a foreign country and be treated like puppets who have to jump when somebody else pulls the string." He told students at York University that the takeover of Connaught Laboratories by foreign interests was a tragedy for Canada, but told business audiences that foreign takeovers were not a bad thing.

They note the gutting of the research work of Environment Canada, the Canadian Forest Service, Natural Resources, and the Freshwater Institute in the Department of Fisheries. Environmental standards will be left to the voluntary work of the private sector, and decentralization will allow companies to pressure the provinces for ever more relaxed environmental standards and health and safety protections for workers. They note that the same dramatic cuts are happening in the arts as well as in programs designed to assist women.

They note the clever manoeuvre of hiding the Liberal right-wing agenda behind the amalgamation of EPF (health and post-secondary education) and welfare into one substantially reduced transfer payment to the provinces which will have effectively no conditions attached, especially in post-secondary education and welfare.

They note that what the right-wing agenda means for most people, including academic staff, is a regime structured so that workers will "price themselves into jobs," the new euphemism for low wages and part-time work. They suggest that a deliberate policy of large-scale unemployment is being implemented so that workers will not be able to resist. In fact a keynote speaker from Britain at a conference organized by Industry Canada in March of this year suggested that university scientists should not only have tenure removed but most should work part-time.

The book is mainly a polemical analysis of the Liberal government's record. It does suggest, albeit fairly briefly, that there are other possible routes that have been articulated by the Centre for Policy Alternatives through its collaboration with CHO!CES on an alternative budget. It acknowledges that many Canadians have been "personally demoralized and politically immobilized" by the speed and scope of the right-wing agenda and that building opposition will be a long and difficult road but one, they suggest, that can and should be followed. ■

(Donald Savage is the Executive Director of CAUT.)

(CAUT Past-President Alon Andrews is the Bookshelf page editor, facsimile: (613) 820-2417; email: andrews@ac.dal.ca.)

Quick Reviews

How Ottawa Spends 1995-96: Mid Life Crises

Edited by Susan D. Phillips, Carleton University Press, Ottawa, 1995; 412 pp.

Every year Carleton produces a collection of essays on what the federal government is actually doing. This year a lucid contribution by David Cameron tells how we got from EPF to CHST, that is the single combined federal transfer instead of the separate transfers for post-secondary education, health and welfare. He demonstrates the impracticality of the original Axworthy proposal while retaining a reluctant admiration for it. He notes that it was killed by the 1995 Martin budget but fails to mention that it was rendered dead in the water at its launch by a leak to the *Toronto Star* which made it clear that the only purpose was to save vast sums of money for the treasury, not to reform social programs. Word has it this torpedo was launched deliberately from within the Finance Department.

All the King's Horses: Politics Among the Ruins

Ron Graham, Macfarlane Walter & Ross, Toronto, 1995; 263 pp.

This is Ron Graham's picture of national politics under Kim Campbell and Jean Chrétien. For all his reputation as the ultimate insider journalist, it does not tell us much that we did not already know. Despite a relatively sympathetic picture of Paul Martin and his anti-Liberal revolution, the main thesis is that the governing class has lost its grip on Canada and consequently no one in Ottawa has a clue about defending the national interest. Unless that vision is recaptured, the country will certainly disappear. One part of that new vision should be a focus on federal research and development particularly in the health sciences. Apart from that, Graham has written off any role for Ottawa in the funding of post-secondary education. George Grant said it better in *Lament for a Nation.*

A.U.I.K. CALL FOR PAPERS

The Association for the Unity and Integration of Knowledge will be holding its 3rd meeting at the Brock University Learneds May 28 - 30, 1996. If interested in presenting a paper, please submit abstract by Jan. 31, 1996, to R. Glasberg, Faculty of General Studies, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta T2N 1N4; Fax 403-282-6716. Info on the goals of AUIK can be obtained at the same address.

1995

Science in Society Book Awards

The Canadian Science Writers' Association offers two annual $1000 book awards to honour outstanding contributions to science writing intended for and available to (1) the general public and (2) children. Competitors must be Canadian citizens or residents of Canada. Entries, in either French or English, must have been published in Canada during the 1995 calendar year. 6 copies are required for judging purposes.

Contact Andy F. Visser-deVries, CSWA, PO Box 75 Station A, Toronto, ON M5W 1A2; 416-928-9624; Fax 416-960-0528. E-mail: avisser@io.org.

Deadline: Dec. 15, 1995.

This Publication

is available in microform

Back volumes of this publication are available in microform (film or fiche).

For further information, contact:

20 Victoria Street
Toronto, Ontario
M5C 2N8

Cette Revue

est disponible sur microfilm ou microfiche

Les volumes antérieurs de cette publication sont également disponibles sur microfilm ou microfiche.

Pour de plus amples renseignements, veuillez communiquer avec:

20 Victoria Street
Toronto, Ontario
M5C 2N8

Micromedia Limited

Canada's Information People